

# Placement Exam

## MBA 670- Organizational Behavior



### MBA 670 Exam Details:

70 multiple choice/T-F

1 Essay Question- involves a brief “mini-case” that you will read and respond to several questions that ask for solutions based on material/approaches presented in the book (30 points)

Closed book

Time Limit: 1.5 hours

Passing score= 80%

Text: Organizational Behavior (4<sup>th</sup> Edition, 2008) by Steven L. McShane and Mary Von Glinow  
(ISBN #: 978-0-07-304977-9)

### Course Description:

MBA 670 is a course in Organizational Behavior – key features about principles of successfully managing organizations, from smaller family-run firms to large multinational corporations. This course is a 1.5 credit class that is taught over ½ of a semester. Thus, while time is short in such foundation classes, we nevertheless cover a wide variety of management topics. These range from more micro-level topics such as the importance of our perception and attitudes to more macro-level topics such as organizational structure and culture. One key goal of the course is to provide a base of knowledge in organizational behavior that will serve you well in the advanced, MBA core class in the topic (MBA750). This goal, however, can be met via mastery of the foundation material on your own (and certified by your exam performance).

### Exam Preparation:

Many students ask how they can best prepare for the waiver exam. The exam is not easy and covers many topics that are commonly presented in textbooks on organizational behavior. Because this is a 1.5 hour class, however, we do not cover every topic. Overall, we recommend several preparation steps:

- First, obtain the textbook entitled Organizational Behavior (4<sup>th</sup> Edition, 2008) by Steven L. McShane and Mary Von Glinow (ISBN #: 978-0-07-304977-9). Be careful to get this edition – other editions of this same book have some different content and the chapters are in different orders.
- One reason we chose this book is because it’s an older edition and widely available for little money. Amazon, e-Bay, and Half.com, among others regularly sell it for less than \$10.
- Because this course is only 1.5 credits, and because most textbooks are designed for 3 cr. courses, you will not be tested on all the chapters in the McShane book. Instead, study the following chapters:
  - Chapter 1 (Intro to Field)
  - Chapter 3 (Perception & Learning)
  - Chapter 4 (Workplace Attitudes)
  - Chapter 5 (Motivation in Practice)
  - Chapter 6 (Applied Perf. Practices)
  - Chapter 13 (Conflict & Negotiation)
  - Chapter 14 (Leadership)
  - Chapter 15 (Organiz. Culture)

- When you've completed your studying, call the MBA office (229-3733) and arrange to take the exam here at UD

### The Exam Itself

- The exam will be comprised of a *multiple choice* section and an *essay question*.
- There will be approximately 70 multiple choice/T-F questions, about 10 from each of the chapters above (none from the intro, Chapter 1; but you should still read it to orient you to the field). These are equally weighted (1 pt each; 70 pts. total).
- The essay question will involve a brief “mini-case” that you will read on the spot and then respond to several questions that ask you to devise solutions based on material/approaches presented in the book (30 points possible)
- The exam will be graded by faculty in the management department and you will be informed about your performance approximately 1 week after completing the test.
- You will have 90 minutes to complete the exam; no materials are allowed and we'll ask you to check in all your materials (including electronic devices and the like).

### General Policies Regarding Waiver Exams

- Your score will be reported as pass or no pass, with no “grades” assigned. Pass is defined as 80% correct or higher on the exam.
- No accommodation will be made for those that are ‘close’ – indeed, as mentioned, the only feedback you'll receive is whether you received a ‘pass’ or a ‘didn't pass’. Likewise, we will not entertain appeals nor provide information about specific questions/your score.
- There is no charge for taking the waiver exam
- You may only take the exam once – with no exceptions. So, *only arrange to take the exam when you feel you are ready*.
- Don't take the exam if you have a problem with any of the above policies – no policy will be weakened or changed and we consider no appeals.
- Good luck on the exam.

### Links to Used Copies of the Textbook (note: search for the title if these links become inactive):

- Amazon link :  
<http://www.amazon.com/Organizational-Behavior-Steven-McShane/dp/0073049778>
- Half.com link :  
<http://product.half.ebay.com/Organizational-Behavior-by-Steven-Lattimore-McShane-and-Mary-Ann-Young-Von-Glinow-2006-Hardcover/54348523&tg=info#moredetails>