Study Guide for Exam #4
Psychology of Work Behavior

Chapter 10 – Job Attitudes

Theory of Reasoned Action (Components of Model)
Revised Theory of reasoned action [Theory of Planned Behavior] (added component)
What is Job Satisfaction?
   Antecedents and Consequences (Use the framework to study)
   Relationship of job characteristics and job satisfaction
   Role of affective disposition and self-esteem
   Relationships at work
   Role ambiguity
   Organizational justice
   What are growth factors?
Measurement – broad vs. specific, affective vs. cognitive
Consequences
   Relationship b/w satisfaction and productivity
      Other variables for this relationship?
   Absenteeism (Attendance Model components)
      What is the moderator variable in the model?
Withdrawal
   Predictors of turnover
Counterproductive Behaviors
   What lead to its onset
   Problems w/ measuring counterproductive behaviors
Organizational Commitment
   3 components (examples of these)
   Examples of organizational mechanisms
   Antecedent and Consequences (use framework)
   Relationship of 3 components to turnover variables
Emotion Regulation (why is it important topic)
Emotional Labor (important for which jobs?)

Chapter 13 – Leadership

How is leadership different from managing?
Controversies in definitions
Base rate of poor leadership
   What are the reasons for this poor leadership?
Limitations of leadership training
5 bases of power
Trait theories and the great man theory of leadership
Criticisms of the trait theory of leadership
Results of the Iowa studies
Results of the Ohio State studies
   Criticisms
What is a contingency theory of leadership?
What are the characteristics of Path-Goal theory?
LMX Theory (in-group vs. out-group)
Implications of implicit leadership theory
Commonalities among contemporary leadership theories
What is transactional leadership? Effectiveness?
What are characteristics of transformational leaders?
Why is the “dark side of leadership” a problem for organizations?