
WGU D072 Exam Study Guide

According to Blake & Mouton, what determines which leadership style a manager should use? -

✓✓ organizational focus and level of concern for people versus the concern for production

According to the book, what is one of the most important causes of attrition? ✓✓

Over time, those who do not fit in well are more likely to leave. Research indicates that person-organization misfit is one of the important reasons for employee turnover.

Define corporate social responsibility (CSR). -

✓✓ Philosophy in which a company voluntarily engages in actions that benefit society, be it economically, socially, politically, or environmentally.

Define emotional intelligence (EI). -

✓✓ The capacity to be aware of, control, and express one's emotions and handle interpersonal relationships judiciously and empathetically.

Define employee-member centered behaviors and provide an example. -

✓✓ focused on supporting employees, an example of this would be helping an employee who's struggling at work.

Define ethics. -

✓✓ Principles that serve as a compass about how to behave.

Define expert power. -

✓✓ based on knowledge and special skill or experience, such as lawyers or doctors who are formally recognized for their expertise.

Define external locus of control. -

✓✓ people who attribute their success or failure to outside influences (such as luck, timing, or other people).

Define idealized influence. -

✓✓ A leader models behaviors and attitudes that subordinates choose to emulate.

Define individualized consideration. -

✓✓ A leader takes the time to learn about the talents of each individual and puts them to good use.

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