

## **MGMT 6010**

### **Organizational Behavior**

1. Describe thoroughly Herzberg's Two-Factor Model of Motivation (compare and contrast the two factors) and discuss at least three organizational features/concepts of both factors. Last, describe how you would use/apply this model when considering how to motivate your employees or reduce their dissatisfaction at work.
2. What is meant by the metaphor, "organizations as organisms?" Describe the Open Systems model and the role of the environment in determining the life cycle of an organization. Conclude this response with by applying this model to an actual organization.
3. Research has shown that organizational structure influences the culture and efficiency of an organization. Discuss these findings and give an example of how a specific structural form (from one of Mintzberg's five forms) affects the organizational culture and productivity.

### **Organizational Design**

1. Why do companies using a horizontal structure have cultures that emphasize openness, employee empowerment, and responsibility? What do you think a manager's job would be like in a horizontally organized company?
2. Do you think it makes sense for a transnational organization to have more than one headquarters? What might be some advantages associated with two headquarters, each responsible for different things? Can you think of any drawbacks?
3. Why do large organizations tend to have larger ratios of clerical and administrative support staff? Why are they typically more formalized than small organizations?