

Person-Organisation Fit, Organisational Commitment, and Organisational Citizenship Behaviour

Business Administration · Practice Test · 29 Questions

1. What was the primary aim of the study?

- A) To examine the relationships among person-organisation fit, organisational commitment, and organisational citizenship behaviour.
- B) To investigate the impact of leadership styles on employee motivation.
- C) To analyze the effects of remote work on productivity.
- D) To assess the correlation between salary and job satisfaction.

2. How many employees participated in the study?

- A) 200
- B) 108
- C) 120
- D) 60

3. What statistical analyses were used to analyze the data?

- A) Correlation and regression analyses.
- B) ANOVA and t-tests.
- C) Chi-square tests.
- D) Factor analysis.

4. According to the results, was there a positive and significant relationship between person-organisation fit and organisational commitment?

- A) Yes
- B) No
- C) Only a negative relationship was found.
- D) No significant relationship was found.

5. Did the study find that person-organisation fit had direct effects on organisational citizenship behaviour?

- A) Yes
- B) No
- C) Only indirect effects were found.
- D) The study did not examine direct effects.

6. Was the direct effect of person-organisation fit on organisational citizenship behaviour mediated by organisational commitment, contrary to expectations?

- A) No, it was not mediated by organisational commitment.
- B) Yes, it was mediated by organisational commitment.
- C) The study did not test for mediation.
- D) Mediation was found but was not contrary to expectations.

7. Which type of organisational citizenship behaviour (OCB) did person-organisation fit and organisational commitment have higher associations with?

- A) OCB directed at the organisation (OCBO).
- B) OCB directed at other employees (OCBI).
- C) Both OCBO and OCBI equally.
- D) Neither OCBO nor OCBI.

8. What phenomenon did the findings partly support regarding the associations with OCBO and OCBI?

- A) 'Target similarity effects'.
- B) 'Halo effect'.
- C) 'Cognitive dissonance'.
- D) 'Self-serving bias'.

9. What is the broad definition of person-organisation fit (PO fit)?

- A) The compatibility between individuals and the organisations they work for.
- B) The alignment of an employee's skills with their job tasks.
- C) The degree to which an employee feels connected to their immediate team.
- D) The extent to which an employee agrees with their supervisor's decisions.

10. Which type of fit did the present study adopt?

- A) Supplementary fit.
- B) Complementary fit.
- C) Both supplementary and complementary fit.
- D) Neither.

11. What was the primary dimension used in this study to measure person-organisation fit?

- A) Value congruence.
- B) Goal congruence.
- C) Personality-climate congruence.
- D) Needs-supplies fit.

12. How was person-organisation fit assessed in this study?

- A) Using direct (perceived) measures.
- B) Using indirect (objective) measures.
- C) A combination of direct and indirect measures.
- D) Through interviews only.

13. What is organisational commitment described as in the study?

- A) One's emotional attachment to, identification with, and involvement in a particular organization.
- B) The willingness of an employee to work overtime.
- C) The frequency of an employee's attendance.
- D) The level of an employee's job satisfaction.

14. Which theory is mentioned as supporting the strong relationship between PO fit and organisational commitment?

- A) Social Identity Theory (SIT).
- B) Maslow's Hierarchy of Needs.
- C) Herzberg's Two-Factor Theory.
- D) Expectancy Theory.

15. What is Organisational Citizenship Behaviour (OCB) defined as?

- A) Discretionary behaviour not directly recognized by the formal reward system that promotes effective organizational functioning.
- B) Mandatory tasks assigned to employees.
- C) Behaviors strictly outlined in job descriptions.
- D) Actions solely focused on personal gain.

16. According to the study, what is one way employees with strong social identities with their organizations are motivated?

- A) To facilitate the success of such organizations through extra-role behavior (OCB).
- B) To focus only on their core job responsibilities.
- C) To seek promotions aggressively.
- D) To minimize their involvement in team activities.

17. What does the Value-Attitude-Behaviour framework suggest about the influence of values on behaviour?

- A) Values influence behaviour indirectly through attitudes.
- B) Values directly influence behaviour without intermediaries.
- C) Attitudes influence values.
- D) Behaviour influences values and attitudes.

18. What was the fourth hypothesis of the study?

- A) Organisational commitment mediates the relationship between PO fit and OCB.
- B) PO fit directly influences OCB without mediation.
- C) OCB influences organisational commitment.
- D) Organisational commitment influences PO fit.

19. What was the outcome of testing Hypothesis 4 regarding mediation?

- A) Hypothesis 4 was rejected.
- B) Hypothesis 4 was fully supported.
- C) Hypothesis 4 was partially supported.
- D) The study did not have enough data to test Hypothesis 4.

20. What is one of the possible reasons suggested for the unexpected finding that organisational commitment did not mediate the PO fit-OCB link?

- A) PO fit is related to OCB, but the mediation is not provided by organisational commitment.
- B) Organisational commitment is unrelated to OCB.
- C) PO fit has no effect on OCB.
- D) Multicollinearity was a significant problem.

21. What other factor, besides organisational commitment, was suggested to mediate the relationship between PO fit and OCB in a different study?

- A) Job satisfaction.
- B) Team cohesion.
- C) Leadership effectiveness.
- D) Work-life balance.

22. What did the study find regarding the influence of PO fit and organisational commitment on OCBO versus OCBI?

- A) They had greater influence on OCBO than OCBI.
- B) They had greater influence on OCBI than OCBO.
- C) They had equal influence on both.
- D) They had no influence on either.

23. What is a limitation of the study mentioned regarding causality?

- A) The cross-sectional and correlational approach does not imply causality.
- B) The sample size was too large.
- C) The study used experimental methods.
- D) Causality was definitively established.

24. What is the 'same-source bias' mentioned as a limitation?

- A) Data collected from one source at one point in time can lead to bias.
- B) Data collected from multiple sources simultaneously.
- C) Data collected over a long period.
- D) Bias from external observers.

25. Why was the sample size and selection considered a limitation for generalizability?

- A) The sample was small and not randomly selected.
- B) The sample was large and randomly selected.
- C) The sample was representative of the entire population.
- D) The sample was too diverse.

26. What was the return rate of the questionnaires distributed?

- A) 60%
- B) 54%
- C) 200%
- D) 120%

27. What was the usable return rate of the questionnaires?

- A) 54%
- B) 60%
- C) 108
- D) 120

28. What was the median age of the respondents?

- A) 31-40 years of age.
- B) 20-30 years of age.
- C) 41-50 years of age.
- D) Above 60 years of age.

29. What was the median income level of the respondents?

- A) Between R6,000 to R10,000.
- B) Less than R2,000.
- C) Between R11,000 - R15,000.
- D) More than R20,000.