Organisational Behaviour and HRM

University Business · Vocabulary in context

Word	Example
attribution theory	**Attribution theory** asks whether behaviour is caused by the person or the situation.
fundamental attribution error /ˌfʌndəˈmentl ətrɪˈbjuːʃn ˈerə/	The **fundamental attribution error** blames the person and ignores the situation.
motivation /ˌməʊtɪˈveɪʃn/	Praise can raise workers' **motivation**.
expectancy theory /ekˈspektənsi ˈθɪəri/	**Expectancy theory** says people work hard if they believe it will bring a reward they want.
goal-setting theory	**Goal-setting theory** says clear, hard goals work better than "do your best".
psychological safety	With **psychological safety**, people feel safe to speak up.
social loafing /ˈsəʊʃl ˈləʊfɪŋ/	**Social loafing** means people work less hard in a group.
transformational leadership	**Transformational leadership** inspires people with a shared vision.
organisational culture /ˌɔːgənaɪˈzeɪʃənl ˈkʌltʃə/	Shared values and habits make up a firm's **organisational culture**.
predictor validity	**Predictor validity** shows how well a test predicts job success.
structured interview	A **structured interview** asks every candidate the same questions.

exercises.lol exercises.com.cn

Word	Example
performance appraisal	A fair **performance appraisal** uses clear criteria and more than one rater.
force-field analysis	**Force-field analysis** weighs the forces for and against a change.
adverse impact	**Adverse impact** means a hiring method rejects more people from one group.
bias audit	A **bias audit** checks whether results are fair to all groups.
Herzberg's two-factor theory	**Herzberg's two-factor theory** says pay stops unhappiness but does not motivate.
Lewin's three-stage change	**Lewin's three-stage change** is unfreeze, change, refreeze.
organisational behaviour and HRM	**Organisational behaviour and HRM** study how people work in organisations.