

10.1 Manager

11. Which variable is independent (X)?

- a. Subjects' benefit suggestions prior to receiving their supervisor's rating for their organizational citizenship behaviors
- b. **the subject's supervisor's recommendation to the client**
- c. the subject's supervisor's initial organizational citizenship behaviors
- d. all of them are not in fact
- e. neither of them are in fact

12. If, instead of that, your first independent variable (organizational citizenship behaviors) is generally rated by the

- a. **manager**
- b. subordinates
- c. the manager
- d. neither of them are in fact

13. Which factor influences that independent variable will be

- a. **manager**
- b. subordinates
- c. **neither of them are in fact**

14. Which is a management action that influences an independent variable (a) or (b)? **1 thing**
are: Performance-related activities

15. If your first independent variable (a) is that they should have better organizational citizenship behaviors (a) or (b) and your dependent variable is that they are more likely to be in a management position, which of the following is the best independent variable? **1 thing**
are: the subject's supervisor's recommendation to the client

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