



**EXIN BCS  
Business Analysis**

**ORGANISATIONAL  
BEHAVIOUR  
FOUNDATION**

Certified by  


**Sample Exam**

Edition 202007

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# Introduction

This is the EXIN BCS Organisational Behaviour Foundation (OBF.EN) sample exam. The Rules and Regulations for EXIN's examinations apply to this exam.

This exam consists of 40 multiple-choice questions. Each multiple-choice question has a number of possible answers, of which only one is correct.

The maximum number of points that can be obtained for this exam is 40. Each correct answer is worth 1 point. You need 26 points or more to pass the exam.

The time allowed for this exam is 60 minutes.

For this exam you are allowed to use a simple calculator.

Good luck!

# Sample Exam

**1 / 40**

Which of the following is used to understand competitive advantage?

- A) PESTLE
- B) Leavitt Diamond
- C) Porter's Five Forces
- D) POPIT

**2 / 40**

Which **four** mutually interacting independent variables of an organization were identified by Harold Leavitt?

- A) Structure, objectives, technology and people
- B) Structure, objectives, processes and environment
- C) Objectives, technology, processes and people
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**3 / 40**

Which of the following describes the process of grouping jobs together under functional, divisional and matrix organization structures?

- A) Workflow management
- B) Work specialization
- C) Formalization
- D) Departmentalization

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Which of the following is used to describe the number of subordinates that a single manager is responsible for?

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What kind of structure does it operate?

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An aircraft company manufactures the wings in Wales, the fuselage in Germany, the tail piece in Spain and puts all the parts together in France.

What type of organization is this?

- A) Matrix
- B) Hollow
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What is this an example of?

- A) Reshoring
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Which of the following is considered to be a dynamic practice of an agile organization?

- A) Continuous learning
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Where would 'business policy' be found in the Object Management Group's Business Motivation Model?

- A) Desired result
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When referring to the Object Modelling Group's Business Motivation Model, which factors determine the potential impact of environmental changes?

- A) Goal and objective
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A member of staff struggling to cope with the demands of a job because of a lack of training would be considered under which factor of the organizational behavior field map?

- A) Context
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- C) Structural
- D) Management process

**17 / 40**

Which of the following areas are considered under the Balanced Business Scorecard?

- a) Finance
  - b) Customer
  - c) Policy
  - d) Learning and growth
  - e) Systems
- A) a, c and e only
  - B) a, b and d only
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**18 / 40**

Which of the following are types of organizational culture identified by Charles Handy?

- a) Person
  - b) Power
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  - d) Symbol
  - e) Task
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**19 / 40**

When researching appropriate culture, Groysberg identified five internal and external company factors.

Which of the following is **not** a factor?

- A) Strategy
- B) Region
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**20 / 40**

Which of Geert Hofstede's five dimensions of culture describes the balance between respect and tolerance within an organization's culture?

- A) Individualism
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Brooks identified six factors of national culture.

Which of the following are part of Brooks' model?

- A) Languages, legal system and political system
- B) Values, individualism and political system
- C) Education, role and religion
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Which of the following would be considered a 'group' as defined by group dynamic theory?

- A) Members of a rugby team
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George Homans identified that a group's environment is shaped by management decisions in which three areas?

- A) Physical, technological and performance targets
- B) Technological, hierarchy and performance targets
- C) Technological, social and hierarchy
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Which of the following describes a task which is dependent on the weakest performer in a group?

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In an informal network, which role would keep sub-groups together to prevent them splintering into smaller, less effective segments?

- A) Central connectors
- B) Boundary spanners
- C) Information brokers
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Which of the following are shown on a balance sheet?

- A) Profit and loss
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What two factors are used to determine the level of contribution?

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# Answer Key

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**32 / 40**

Which type of cost changes depending on the quantity of goods sold?

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- B) Fixed cost
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# Evaluation

The table below shows the correct answers to the questions in this sample exam.

Question	Answer	Question	Answer
1	C	21	A
2	A	22	A
3	D	23	D
4	A	24	B
5	B	25	C
6	A	26	D
7	C	27	B
8	A	28	A
9	B	29	C
10	D	30	C
11	C	31	D
12	B	32	A
13	A	33	A
14	C	34	C
15	D	35	D
16	B	36	B
17	B	37	B
18	C	38	D
19	C	39	C
20	D	40	A





Driving Professional Growth

**Contact EXIN**

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