은지영어 고2 모의고사 변형 26년09월39번

39-01

어법 판단 (밑줄형) · 객관식

다음 글의 밑줄 친 (a)~(e) 중, 어법상 틀린 것은?

Nevertheless, individuals might encounter heightened ostracism should they fail to integrate into a collective. This state of being marginalized is often (a) overlooked by experts in organizational psychology. Consequently, measures to prevent workplace isolation might not be implemented. When faced with such rejection, people respond by (b) attempting to bolster their fundamental needs that have been jeopardized. Cultivating constructive social interactions (c) fosters a sense of affiliation and self-worth. Those who strive to conform to these beneficial social patterns (d) is less likely to suffer from organizational segregation. Conversely, as ostracized members distance (e) themselves from interpersonal exchange and communal tasks, their value to the institution tends to diminish.

① (a)
② (b)
③ (c)
④ (d)
⑤ (e)

39-02

어법 선택 (괄호형) · 객관식

(A), (B), (C)의 각 네모 안에서 어법에 맞는 표현으로 가장 적절한 것은?

Nevertheless, individuals might encounter heightened ostracism should they fail to integrate into a collective. This state of being marginalized is often overlooked by experts in organizational psychology. Consequently, measures to prevent workplace isolation might not be implemented. When faced with such rejection, people respond by attempting to bolster their fundamental needs (A) [which / what] have been (B) [jeopardized / jeopardizing]. Cultivating constructive social interactions fosters a sense of affiliation and self-worth. Those who strive to conform to these beneficial social patterns are less likely to suffer from organizational segregation. (C) [That / Whether] excluded individuals grow away from communication and social activities determines their contribution to the organization.

① which - jeopardizing - That
② what - jeopardized - Whether
③ which - jeopardizing - Whether
④ which - jeopardized - That
⑤ what - jeopardizing - That

39-03

어휘 적절성 (밑줄형) · 객관식

다음 글의 밑줄 친 부분 중, 문맥상 낱말의 쓰임이 적절하지 않은 것은?

Nevertheless, individuals might encounter heightened (a) ostracism should they fail to integrate into a collective. This state of being marginalized is often overlooked by experts in organizational psychology. Consequently, measures to prevent workplace isolation might not be implemented. When faced with such rejection, people respond by attempting to (b) bolster their fundamental needs that have been jeopardized. Cultivating constructive social interactions fosters a sense of affiliation and self-worth. Those who strive to conform to these beneficial social patterns are less likely to suffer from organizational segregation. Conversely, as ostracized members distance themselves from interpersonal exchange and communal tasks, their value to the institution tends to (c) escalate. If left unaddressed, this alienation intensifies, exerting a (d) detrimental influence on a worker's overall productivity. Given its significance to corporate success, proactive (e) strategies against organizational exclusion are essential.

① (a)
② (b)
③ (c)
④ (d)
⑤ (e)

39-04

어휘 선택 (괄호형) · 객관식

(A), (B), (C)의 각 네모 안에서 문맥에 맞는 낱말로 가장 적절한 것은?

Nevertheless, individuals might encounter heightened ostracism should they fail to (A) [integrate / isolate] into a collective. This state of being marginalized is often overlooked by experts in organizational psychology. Consequently, measures to prevent workplace isolation might not be implemented. When faced with such rejection, people respond by attempting to bolster their fundamental needs that have been (B) [jeopardized / stabilized]. Cultivating constructive social interactions fosters a sense of affiliation and self-worth. Those who strive to conform to these beneficial social patterns are less likely to suffer from organizational segregation. Conversely, as ostracized members distance themselves from interpersonal exchange, their value to the institution tends to diminish. If left unaddressed, this alienation intensifies, exerting a (C) [detrimental / beneficial] influence on a worker's overall productivity.

① integrate - stabilized - beneficial
② isolate - jeopardized - detrimental
③ integrate - jeopardized - beneficial
④ isolate - stabilized - beneficial
⑤ integrate - jeopardized - detrimental

39-05

빈칸 추론 (단어/구) · 객관식

다음 글의 빈칸에 들어갈 말로 가장 적절한 것은?

Nevertheless, individuals might encounter heightened ostracism should they fail to integrate into a collective. This state of being marginalized is often overlooked by experts in organizational psychology. Consequently, measures to prevent workplace isolation might not be implemented. When faced with such rejection, people respond by attempting to _____. Cultivating constructive social interactions fosters a sense of affiliation and self-worth. Those who strive to conform to these beneficial social patterns are less likely to suffer from organizational segregation. Conversely, as ostracized members distance themselves from interpersonal exchange and communal tasks, their value to the institution tends to diminish.

① hide their true emotions from colleagues
② ignore the social norms of the group
③ seek professional help from psychologists
④ bolster their fundamental needs
⑤ prioritize organizational goals over personal ones

39-06

빈칸 추론 (절/표현) · 객관식

다음 글의 빈칸에 들어갈 말로 가장 적절한 것은?

Nevertheless, individuals might encounter heightened ostracism should they fail to integrate into a collective. This state of being marginalized is often overlooked by experts in organizational psychology. Consequently, measures to prevent workplace isolation might not be implemented. Individuals react to organizational exclusion by trying to strengthen their basic needs, which are threatened. When excluded individuals grow away from communication and social activities, their contribution to the organization they are in may decrease. If this process continues without intervention, _____. Given its significance to corporate success, proactive strategies against organizational exclusion are essential.

① alienation intensifies and negatively impacts the employee's performance
② employees will find it easier to focus on their individual tasks
③ social interactions will eventually replace the need for productivity
④ psychological experts will intervene to provide immediate solutions
⑤ the organization will naturally resolve the conflict through time

39-07

순서 배열 · 객관식

주어진 글 다음에 이어질 글의 순서로 가장 적절한 것은?

> Nevertheless, individuals might encounter heightened ostracism should they fail to integrate into a collective. This state of being marginalized is often overlooked by experts in organizational psychology.

(A) Conversely, as ostracized members distance themselves from interpersonal exchange and communal tasks, their value to the institution tends to diminish. If left unaddressed, this alienation intensifies, exerting a detrimental influence on a worker's overall productivity.

(B) Consequently, measures to prevent workplace isolation might not be implemented. When faced with such rejection, people respond by attempting to bolster their fundamental needs that have been jeopardized. Cultivating constructive social interactions fosters a sense of affiliation and self-worth.

(C) Those who strive to conform to these beneficial social patterns are less likely to suffer from organizational segregation. Given its significance to corporate success, proactive strategies against organizational exclusion are essential.

① (B)-(C)-(A)
② (B)-(A)-(C)
③ (A)-(C)-(B)
④ (C)-(B)-(A)
⑤ (C)-(A)-(B)

39-08

문장 삽입 · 객관식

글의 흐름으로 보아, 주어진 문장이 들어가기에 가장 적절한 곳은?

> If left unaddressed, this alienation intensifies, exerting a detrimental influence on a worker's overall productivity.

Nevertheless, individuals might encounter heightened ostracism should they fail to integrate into a collective. This state of being marginalized is often overlooked by experts in organizational psychology. (①) Consequently, measures to prevent workplace isolation might not be implemented. (②) When faced with such rejection, people respond by attempting to bolster their fundamental needs that have been jeopardized. (③) Cultivating constructive social interactions fosters a sense of affiliation and self-worth. (④) Conversely, as ostracized members distance themselves from interpersonal exchange and communal tasks, their value to the institution tends to diminish. (⑤) Given its significance to corporate success, proactive strategies against organizational exclusion are essential.

39-09

내용 일치/불일치 · 객관식

다음 글의 내용과 일치하지 않는 것은?

Nevertheless, individuals might encounter heightened ostracism should they fail to integrate into a collective. This state of being marginalized is often overlooked by experts in organizational psychology. Consequently, measures to prevent workplace isolation might not be implemented. When faced with such rejection, people respond by attempting to bolster their fundamental needs that have been jeopardized. Cultivating constructive social interactions fosters a sense of affiliation and self-worth. Those who strive to conform to these beneficial social patterns are less likely to suffer from organizational segregation. Conversely, as ostracized members distance themselves from interpersonal exchange and communal tasks, their value to the institution tends to diminish. If left unaddressed, this alienation intensifies, exerting a detrimental influence on a worker's overall productivity. Given its significance to corporate success, proactive strategies against organizational exclusion are essential.

① Developing positive social behaviors can help build self-respect and a sense of belonging.
② The productivity of an employee can be negatively affected if isolation is not properly managed.
③ Organizational exclusion has no significant impact on the overall performance of a business.
④ Individuals try to strengthen their threatened basic needs when they experience exclusion.
⑤ Organizational psychologists often fail to pay enough attention to the state of being excluded.

39-10

주제/제목/요지 · 객관식

다음 글의 제목으로 가장 적절한 것은?

Nevertheless, individuals might encounter heightened ostracism should they fail to integrate into a collective. This state of being marginalized is often overlooked by experts in organizational psychology. Consequently, measures to prevent workplace isolation might not be implemented. When faced with such rejection, people respond by attempting to bolster their fundamental needs that have been jeopardized. Cultivating constructive social interactions fosters a sense of affiliation and self-worth. Those who strive to conform to these beneficial social patterns are less likely to suffer from organizational segregation. Conversely, as ostracized members distance themselves from interpersonal exchange and communal tasks, their value to the institution tends to diminish. If left unaddressed, this alienation intensifies, exerting a detrimental influence on a worker's overall productivity. Given its significance to corporate success, proactive strategies against organizational exclusion are essential.

① Why Collective Tasks are More Efficient Than Individual Ones
② The Role of Psychologists in Improving Individual Self-Worth
③ How to Balance Personal Needs and Organizational Requirements
④ Positive Social Behaviors: A Way to Increase Corporate Profit
⑤ The Vicious Cycle of Organizational Exclusion and the Need for Intervention

39-11

무관한 문장 · 객관식

다음 글에서 전체 흐름과 관계 없는 문장은?

Nevertheless, individuals might encounter heightened ostracism should they fail to integrate into a collective. This state of being marginalized is often overlooked by experts in organizational psychology. ① Consequently, measures to prevent workplace isolation might not be implemented. ② When faced with such rejection, people respond by attempting to bolster their fundamental needs that have been jeopardized. ③ Cultivating constructive social interactions fosters a sense of affiliation and self-worth. ④ Recent studies suggest that remote work can significantly increase the flexibility of employees and reduce corporate overhead costs. ⑤ Conversely, as ostracized members distance themselves from interpersonal exchange and communal tasks, their value to the institution tends to diminish.

39-12

요약문 완성 · 객관식

다음 글의 내용을 한 문장으로 요약하고자 한다. 빈칸 (A)와 (B)에 들어갈 말로 가장 적절한 것은?

Nevertheless, individuals might encounter heightened ostracism should they fail to integrate into a collective. This state of being marginalized is often overlooked by experts in organizational psychology. Consequently, measures to prevent workplace isolation might not be implemented. When faced with such rejection, people respond by attempting to bolster their fundamental needs that have been jeopardized. Cultivating constructive social interactions fosters a sense of affiliation and self-worth. Those who strive to conform to these beneficial social patterns are less likely to suffer from organizational segregation. Conversely, as ostracized members distance themselves from interpersonal exchange and communal tasks, their value to the institution tends to diminish. If left unaddressed, this alienation intensifies, exerting a detrimental influence on a worker's overall productivity. Given its significance to corporate success, proactive strategies against organizational exclusion are essential.

Organizational exclusion, which threatens an individual's _____(A)_____ needs, must be addressed through proactive measures because it ultimately undermines _____(B)_____.

① physical - employee autonomy
② financial - social reputation
③ psychological - organizational efficiency
④ psychological - individual creativity
⑤ financial - collective harmony

39-13

보기 조합형 · 객관식

다음 글의 내용과 일치하지 않는 것만을 〈보기〉에서 있는 대로 고른 것은?

Nevertheless, individuals might encounter heightened ostracism should they fail to integrate into a collective. This state of being marginalized is often overlooked by experts in organizational psychology. Consequently, measures to prevent workplace isolation might not be implemented. When faced with such rejection, people respond by attempting to bolster their fundamental needs that have been jeopardized. Cultivating constructive social interactions fosters a sense of affiliation and self-worth. Those who strive to conform to these beneficial social patterns are less likely to suffer from organizational segregation. Conversely, as ostracized members distance themselves from interpersonal exchange and communal tasks, their value to the institution tends to diminish. If left unaddressed, this alienation intensifies, exerting a detrimental influence on a worker's overall productivity. Given its significance to corporate success, proactive strategies against organizational exclusion are essential.

보기

ⓐ Individuals who cannot adapt to a group are more likely to face exclusion.

ⓑ Organizational psychologists have thoroughly researched the effects of exclusion.

ⓒ People react to exclusion by trying to strengthen their threatened basic needs.

ⓓ Positive social behaviors have no effect on an individual's self-respect.

ⓔ The contribution of excluded individuals to their organization tends to increase over time.

ⓕ Organizational exclusion is considered very important for business success.

ⓖ Alienation can negatively affect an employee's performance if it is not avoided.

① ⓑ, ⓓ, ⓔ
② ⓑ, ⓒ, ⓖ
③ ⓐ, ⓑ, ⓓ
④ ⓓ, ⓔ, ⓕ
⑤ ⓒ, ⓔ, ⓖ

39-14

어법 조합형 · 객관식

다음 밑줄 친 ⓐ~ⓕ 중, 어법상 틀린 것끼리만 짝지은 것은?

Nevertheless, individuals might encounter heightened ostracism should they ⓐ integrating into a collective. This state of being marginalized is often ⓑ overlooking by experts in organizational psychology. Consequently, measures to prevent workplace isolation might not be implemented. When faced with such rejection, people respond by attempting to bolster their fundamental needs ⓒ that have been jeopardized. Cultivating constructive social interactions ⓓ fosters a sense of affiliation and self-worth. Those who strive to conform to these beneficial social patterns are less likely to suffer from organizational segregation. Conversely, as ostracized members distance themselves from interpersonal exchange, their value to the institution ⓔ tends to diminish. Given its significance to corporate success, proactive ⓕ strategies against organizational exclusion are essential.

① ⓑ, ⓒ
② ⓐ, ⓑ, ⓔ
③ ⓓ, ⓔ, ⓕ
④ ⓐ, ⓑ
⑤ ⓒ, ⓓ

39-15

어휘 조합형 · 객관식

다음 밑줄 친 ⓐ~ⓕ 중, 문맥상 낱말의 쓰임이 적절하지 않은 것끼리만 짝지은 것은?

Nevertheless, individuals might encounter heightened ⓐ ostracism should they fail to integrate into a collective. This state of being marginalized is often ⓑ acknowledged by experts in organizational psychology. Consequently, measures to prevent workplace isolation might not be implemented. When faced with such rejection, people respond by attempting to ⓒ jeopardize their fundamental needs that have been threatened. Cultivating constructive social interactions fosters a sense of affiliation and self-worth. Those who strive to conform to these beneficial social patterns are less likely to suffer from organizational segregation. Conversely, as ostracized members distance themselves from interpersonal exchange, their value to the institution tends to ⓓ diminish. If left unaddressed, this ⓔ alienation intensifies, exerting a ⓕ beneficial influence on a worker's overall productivity.

① ⓐ, ⓒ, ⓓ
② ⓑ, ⓒ, ⓕ
③ ⓑ, ⓒ, ⓓ, ⓕ
④ ⓐ, ⓓ, ⓔ
⑤ ⓑ, ⓓ, ⓔ

39-16

어법 고쳐쓰기 · 서술형

다음 글에서 어법상 틀린 곳을 2곳 찾아 바르게 고쳐 쓰시오.

Nevertheless, individuals might encounter heightened ostracism should they failing to integrate into a collective. This state of being marginalized is often overlooked by experts in organizational psychology. Consequently, measures to prevent workplace isolation might not be implemented. When faced with such rejection, people respond by attempting to bolster their fundamental needs that have been jeopardized. Cultivating constructive social interactions fosters a sense of affiliation and self-worth. Those who strive to conform to these beneficial social patterns are less likely to suffer from organizational segregation. Conversely, as ostracized members distance themselves from interpersonal exchange, their value to the institution tends to diminish. Given its significance to corporate success, essential is proactive strategies against organizational exclusion.

39-17

본문 빈칸 완성 · 서술형

다음 글의 내용에 맞게 빈칸에 알맞은 단어를 쓰시오.

Nevertheless, individuals might encounter heightened (1)_____ should they fail to integrate into a collective. This state of being marginalized is often overlooked. When excluded individuals grow away from communication and social activities, their contribution to the organization they are in may decrease. If this situation is not avoided, exclusion increases even more and strongly affects the (2)_____ of the employee in a negative way.

39-18

조건 영작 · 서술형

다음 우리말을 [조건]에 맞게 영작하시오.

개인들은 위협받는 그들의 기본적 욕구를 강화하려고 시도함으로써 조직적 소외에 반응한다.

[조건] 관계대명사 that을 사용할 것
[조건] 현재완료 수동태(have been p.p.)를 사용할 것
[조건] 제시된 단어를 모두 사용할 것: [Individuals, react, to, by, trying, to, bolster, their, fundamental, needs]

39-19

주제 영작 · 서술형

다음 글의 주제를 영작하고자 할 때, 주어진 단어를 활용하여 영작하시오.

Nevertheless, individuals might encounter heightened ostracism should they fail to integrate into a collective. This state of being marginalized is often overlooked by experts in organizational psychology. Consequently, measures to prevent workplace isolation might not be implemented. When faced with such rejection, people respond by attempting to bolster their fundamental needs that have been jeopardized. Cultivating constructive social interactions fosters a sense of affiliation and self-worth. Those who strive to conform to these beneficial social patterns are less likely to suffer from organizational segregation. Conversely, as ostracized members distance themselves from interpersonal exchange and communal tasks, their value to the institution tends to diminish. If left unaddressed, this alienation intensifies, exerting a detrimental influence on a worker's overall productivity. Given its significance to corporate success, proactive strategies against organizational exclusion are essential.

necessity / proactive / mitigate / negative / exclusion / performance

39-20

요약 서술형 · 서술형

다음 글의 내용을 한 문장으로 요약하고자 한다. 빈칸에 들어갈 알맞은 단어를 글에서 찾아 쓰시오. (어형 변화 가능)

Nevertheless, individuals might encounter heightened ostracism should they fail to integrate into a collective. This state of being marginalized is often overlooked by experts in organizational psychology. Consequently, measures to prevent workplace isolation might not be implemented. When faced with such rejection, people respond by attempting to bolster their fundamental needs that have been jeopardized. Cultivating constructive social interactions fosters a sense of affiliation and self-worth. Those who strive to conform to these beneficial social patterns are less likely to suffer from organizational segregation. Conversely, as ostracized members distance themselves from interpersonal exchange and communal tasks, their value to the institution tends to diminish. If left unaddressed, this alienation intensifies, exerting a detrimental influence on a worker's overall productivity. Given its significance to corporate success, proactive strategies against organizational exclusion are essential.

Since organizational exclusion threatens an individual's (1)_____ and eventually leads to a decline in (2)_____, organizations must implement preventive measures.

은지영어 고2 모의고사 변형 26년09월39번 · 정답 및 해설

빠른 정답 01 ④ 02 ④ 03 ③ 04 ⑤ 05 ④ 06 ① 07 ② 08 ⑤ 09 ③ 10 ⑤ 11 ④ 12 ③ 13 ① 14 ④ 15 ② 16 서술 17 서술 18 서술 19 서술 20 서술

39-01 어법 판단 (밑줄형) (객관식)

정답: ④ (d) is → are

[정답 해설]
해당 문장의 주어는 'Those'이며, 'who strive to conform to these beneficial social patterns'는 주어를 수식하는 관계대명사절이다. 복수 주어인 'Those'에 맞추어 동사는 단수형인 'is'가 아니라 복수형인 'are'가 되어야 한다.
해석: 유익한 사회적 패턴에 순응하려고 노력하는 사람들은 조직적 격리를 겪을 가능성이 더 낮다.

39-02 어법 선택 (괄호형) (객관식)

정답: ④ (A) which (B) jeopardized (C) That

[정답 해설]
(A) 선행사 'their fundamental needs'가 존재하므로 관계대명사 'which'가 적절하다. (B) 기본적 욕구가 위협을 '받는' 수동의 관계이므로 과거분사인 'jeopardized'가 적절하다. (C) 뒤에 완전한 절이 이어지며 '~라는 사실'이라는 의미의 명사절을 이끌어야 하므로 접속사 'That'이 적절하다.
해석: 그러한 거부에 직면했을 때, 사람들은 위협받는 그들의 기본적 욕구를 강화하려고 시도함으로써 대응한다.

39-03 어휘 적절성 (밑줄형) (객관식)

정답: ③ (c) escalate → diminish

[정답 해설]
배제된 구성원들이 의사소통과 공동 작업으로부터 멀어지게 되면, 조직에 대한 그들의 기여도나 가치는 높아지는 것이 아니라 낮아지게 된다. 따라서 'escalate(확대되다)'를 'diminish(감소하다)'와 같은 단어로 바꾸어야 문맥상 적절하다.
해석: 반대로, 배제된 구성원들이 대인 관계의 교류와 공동 작업으로부터 멀어짐에 따라, 그들이 속한 기관에 대한 그들의 가치는 감소하는 경향이 있다.

39-04 어휘 선택 (괄호형) (객관식)

정답: ⑤ (A) integrate (B) jeopardized (C) detrimental

[정답 해설]
(A) 집단에 '통합(integrate)'되지 못할 때 배제를 경험한다는 문맥이 적절하다. (B) 배제로 인해 '위태로워진(jeopardized)' 기본적 욕구를 강화하려 한다는 내용이 자연스럽다. (C) 소외가 심화되면 노동자의 생산성에 '해로운(detrimental)' 영향을 끼치게 된다.
해석: 그럼에도 불구하고, 개인들이 집단에 통합되지 못할 때 더 심한 소외에 직면할 수 있다.

39-05 빈칸 추론 (단어/구) (객관식)

정답: ④ bolster their fundamental needs

[정답 해설]
지문에서 배제에 직면한 개인들은 위협받는 자신의 기본적 욕구를 강화하려고 시도함으로써 반응한다고 설명하고 있다. 따라서 빈칸에는 '그들의 기본적 욕구를 강화하다'라는 표현이 가장 적절하다.
해석: 그러한 거부에 직면했을 때, 사람들은 그들의 기본적 욕구를 강화하려고 시도함으로써 반응한다.

39-06 빈칸 추론 (절/표현) (객관식)

정답: ① alienation intensifies and negatively impacts the employee's performance

[정답 해설]
지문 후반부에서 배제 상황이 방치될 경우 소외가 더욱 심화되고 직원의 업무 수행 능력에 부정적인 영향을 미친다고 언급하고 있다. 따라서 빈칸에는 이러한 부정적 결과의 심화를 나타내는 표현이 들어가야 한다.
해석: 만약 이 과정이 개입 없이 계속된다면, 소외는 심화되고 직원의 성과에 부정적인 영향을 미친다.

39-07 순서 배열 (객관식)

정답: ② (B)–(A)–(C)

[정답 해설]
주어진 글에서 조직 심리학자들이 소외를 간과한다는 점을 언급했으므로, (B)에서 그 결과(Consequently) 예방 조치가 취해지지 않는다는 내용으로 이어진다. (B)의 마지막 부분에서 긍정적 사회적 상호작용의 가치를 언급한 후, (A)에서 이와 반대로(Conversely) 소외된 이들이 멀어질 때의 부정적 결과를 대조한다. 마지막으로 (C)에서 이러한 패턴에 순응하는 이들의 이점과 결론적인 예방 전략의 필요성을 제시하는 것이 논리적이다.
해석: (B) 결과적으로, 직장 내 고립을 방지하기 위한 조치들이 시행되지 않을 수 있다. (A) 반대로, 소외된 구성원들이 대인 관계 교류에서 멀어짐에 따라 그들의 가치는 감소한다. (C) 이러한 유익한 패턴에 순응하려 노력하는 이들은 소외를 겪을 가능성이 낮다.

39-08 문장 삽입 (객관식)

정답: ⑤

[정답 해설]
주어진 문장은 소외 상황이 해결되지 않았을 때(If left unaddressed) 발생하는 심각한 부정적 결과인 생산성 저하를 설명하고 있다. 이는 ④번 뒤 문장에서 소외된 구성원들의 가치가 감소한다는 내용 뒤에 이어져 소외의 심화를 부연 설명하기에 가장 적절하며, 마지막 문장의 '기업 성공에 대한 중요성'과 자연스럽게 연결된다.
해석: 만약 방치된다면, 이러한 소외는 심해져서 노동자의 전반적인 생산성에 해로운 영향을 끼친다.

39-09 내용 일치/불일치 (객관식)

정답: ③ Organizational exclusion has no significant impact on the overall performance of a business.

[정답 해설]
지문의 마지막 부분에서 조직적 소외가 기업의 성공에 매우 중요하며(significance to corporate success), 생산성에 해로운 영향을 미친다고 명시되어 있으므로 ③번은 내용과 일치하지 않는다.
해석: 조직적 소외는 기업의 전반적인 성과에 중대한 영향을 미치지 않는다. (일치하지 않음)

39-10 주제/제목/요지 (객관식)

정답: ⑤ The Vicious Cycle of Organizational Exclusion and the Need for Intervention

[정답 해설]
이 글은 조직 내 소외가 발생하는 원인, 개인의 반응, 소외가 방치될 때 발생하는 부정적 순환(생산성 저하), 그리고 이를 해결하기 위한 예방적 조치의 필요성을 다루고 있다. 따라서 ⑤번이 가장 적절한 제목이다.
해석: 조직적 소외의 악순환과 개입의 필요성

39-11 무관한 문장 (객관식)

정답: ④

[정답 해설]
이 글은 조직 내 소외(exclusion)와 그로 인한 심리적, 생산적 영향에 대해 다루고 있다. ④번 문장은 원격 근무의 유연성과 비용 절감 효과에 대해 언급하고 있으므로 조직 내 소외라는 주제에서 벗어난다.
해석: 최근 연구들은 원격 근무가 직원의 유연성을 상당히 높이고 기업의 간접비를 줄일 수 있음을 시사한다.

39-12 요약문 완성 (객관식)

정답: ③ psychological – organizational efficiency

[정답 해설]
조직적 소외는 개인의 기본적(심리적) 욕구를 위협하며, 결과적으로 생산성(조직적 효율성)을 저해하므로 예방적 조치가 필요하다는 내용이다.
해석: 개인의 심리적 욕구를 위협하는 조직적 소외는 궁극적으로 조직의 효율성을 저해하기 때문에 예방적인 조치를 통해 해결되어야 한다.

39-13 보기 조합형 (객관식)

정답: ① ⓑ, ⓓ, ⓔ가 일치하지 않음

[정답 해설]
ⓑ: 조직 심리학자들은 소외 상태를 무시(overlooked)한다고 했으므로 틀렸다. ⓓ: 긍정적 사회적 행동은 자존감(self-respect)을 길러준다고 했으므로 틀렸다. ⓔ: 소외된 개인의 기여도는 감소(decrease)한다고 했으므로 틀렸다.
해석: ⓑ 조직 심리학자들은 소외의 영향을 철저히 연구해 왔다. ⓓ 긍정적 사회적 행동은 개인의 자존감에 아무런 영향을 미치지 않는다. ⓔ 소외된 개인의 조직에 대한 기여도는 시간이 지남에 따라 증가하는 경향이 있다.

39-14 어법 조합형 (객관식)

정답: ④ ⓐ, ⓑ가 어법상 틀림

[정답 해설]
ⓐ 'should they fail to integrate' 또는 'should they integrate'와 같이 조동사 뒤에는 동사원형이 와야 하므로 'integrating'은 틀렸다. ⓑ 소외된 상태는 전문가들에 의해 '간과되는' 것이므로 수동태인 'overlooked'가 되어야 한다. ⓒ, ⓓ, ⓔ, ⓕ는 모두 어법상 적절하다.
해석: ⓐ 집단에 통합되는 것에 실패한다면 ⓑ 조직 심리학 전문가들에 의해 종종 간과된다.

39-15 어휘 조합형 (객관식)

정답: ② ⓑ, ⓒ, ⓕ가 문맥상 부적절

[정답 해설]
ⓑ 전문가들이 소외를 '무시(overlooked)'한다고 해야 하므로 'acknowledged(인정된)'는 부적절하다. ⓒ 사람들은 위협받는 욕구를 '강화(bolster)'하려 하므로 'jeopardize(위태롭게 하다)'는 부적절하다. ⓕ 소외는 생산성에 '해로운(detrimental)' 영향을 주므로 'beneficial(유익한)'은 부적절하다.
해석: ⓑ 조직 심리학 전문가들에 의해 종종 인정된다. ⓒ 그들의 기본적 욕구를 위태롭게 하려고 시도함으로써 ⓕ 노동자의 전반적인 생산성에 유익한 영향을 끼치며.

39-16 어법 고쳐쓰기 (서술형)

모범답안: 1. failing → fail
2. is → are

[정답 해설]

첫 번째 오류는 조동사 뒤의 동사 형태 문제이며, 두 번째 오류는 도치 구문에서의 주어-동사 수일치 문제이다.
해석: 1. 그들이 집단에 통합되는 데 실패한다면 2. 조직적 소외에 대한 선제적인 전략들이 필수적이다.

39-17 본문 빈칸 완성 (서술형)

모범답안: (1) ostracism (2) performance

[정답 해설]
(1) 집단에 통합되지 못할 때 겪게 되는 '소외'를 의미하는 ostracism이 적절하다. (2) 소외가 심화될 때 부정적인 영향을 받는 직원의 '업무 수행/성과'를 의미하는 performance가 적절하다.
해석: (1) 개인들은 집단에 통합되지 못할 때 고조된 소외에 직면할 수 있다. (2) 소외는 직원의 성과에 부정적인 방식으로 강력하게 영향을 미친다.

39-18 조건 영작 (서술형)

모범답안: Individuals react to organizational exclusion by trying to bolster their fundamental needs that have been jeopardized.

[정답 해설]
주어(Individuals) + 동사(react to ~) + 수단(by -ing)의 구조를 사용하고, 명사(fundamental needs)를 수식하는 관계대명사절 내에서 현재완료 수동태를 사용하여 영작한다.
해석: 개인들은 위협받는 그들의 기본적 욕구를 강화하려고 시도함으로써 조직적 소외에 반응한다.

[전문 해석]
개인들은 위협받는 그들의 기본적 욕구를 강화하려고 시도함으로써 조직적 소외에 반응한다.

39-19 주제 영작 (서술형)

모범답안: The necessity of proactive strategies to mitigate the negative effects of organizational exclusion on performance.

[정답 해설]
지문의 핵심 내용인 '조직적 소외의 부정적 영향'과 '이를 완화하기 위한 선제적 전략의 필요성'을 담아 주제문을 작성한다.
해석: 성과에 미치는 조직적 소외의 부정적 영향을 완화하기 위한 선제적 전략의 필요성.

39-20 요약 서술형 (서술형)

모범답안: (1) fundamental needs (2) productivity

[정답 해설]
지문에 따르면 조직적 소외는 개인의 '기본적 욕구(fundamental needs)'를 위협하고, 최종적으로 '생산성(productivity)'의 하락을 가져온다.
해석: 조직적 소외는 개인의 기본적 욕구를 위협하고 결국 생산성의 저하로 이어지기 때문에, 조직은 예방 조치를 시행해야 한다.