Vocabulary Builder
wayne.smith@csun.edu
[updated: Wednesday, September 7, 2016]

Course: *MGT 360*
Title: *Management and Organizational Behavior* (3 units)

"All wisdom is rooted in learning to call things by the right name."
---Confucious (c. 500 B.C.)

Purpose

The purpose of this document is to help students understand the level of vocabulary that is required to succeed in this course. This list is especially helpful to those motivated students striving to master the English language.

Each semester in MGT 360, I assign an end-of-semester book report for a book located in a relevant section in the CSUN Library. As part of the book report, each student is required to identify, define, and use in a sentence two terms, including phrases or acronyms, that the student didn't know previously. The following are those terms. In general, words with similar roots are not duplicated. I began this assignment in Fall, 2006.

Frequently-cited Words

The following are terms that students have identified more than once.

Number of citations	Word
20	paradigm
19	
18	
17	
16	
15	
14	
13	
12	
11	synergy
10	
9	
8	axiom, idiosyncratic
7	ubiquitous
6	autonomy, benchmark, congruent, panacea, remuneration, usurp

5	acrimonious, bureaucratic, convergent, elicit, empowerment, hubris, ostensibly, reciprocity, reprimand
4	adhocracy, aggrandize, astute, autocratic, burgeoning, complacency, competent, constituent, dichotomy, espouse, exacerbate, fiefdom, incongruous, indexicality, inexorable, infallibility, insurmountable, *kaizen (Japanese)*, myriad, nepotism, obsolescence, paradox, pertinent, pragmatic, proliferate, proprietary, rapport, reflexivity, resilience, salient, veritable
3	adversary, ambivalent, ameliorate, antagonism, arduous, altruism, analogous, aphorism, attrition, attunement, cadre, chagrin, conglomerate, consortium, continuum, cynic, debacle, delegation, didactic, disparate, disseminate, dogma, drudgery, echelon, efficacious, egregious, empathy, empirical, enamored, ephemeral, emulate, ethos, forlorn, formidable, gunnysack, inextricable, innovation, interdependent, intrapreneur, iterative, kinesthetic, lattice, megalomania, myopia, nefarious, niche, pernicious, procurement, *raison d'être (French)*, reticent, routinization, sabbatical, stratification, stultifying, succinct, tacit, zeal
2	abdicate, abhor, accelerate, a*d hoc (Latin),* advent, aggregate, albeit, alchemy, ambiguity, amiable, amalgam, amygdala, anathema, apathy, aplomb, aspiration, assertive, asynchronous, authenticity, bandwidth, behemoth, buttressing, cajole, cantankerous, catharsis, caveat, centrifugal, *chutzpah (Yiddish),* clannish, coalition, cogent, cognizant, colloquial, competence, context, contingency, contrarian, conundrum, corollary, cosmopolitan, credo, cumbersome, delve, demarcation, demystify, detriment, dilettante, disintermediation, dissenters, dissonance, divergent, dynamism, effervescence, egalitarian, elucidate, emanate, encompass, encroacher, engender, envisage, epitome, equanimity, eschew, ethnomethodology, exemplary, exhortation, facilitate, fastidious, feign, folly, foment, *gestalt (German),* gnash, grandiose, gumption, heterogeneous, holistic, hone, *hoshin (Japanese)*, impetus, impropriety, iconoclast, imbue, impinge, indoctrination, ingenuity, innuendo, intransigent, intrinsic, introspection, inundated, iteration, jolt, *keiretsu (Japanese),* knowledge worker, labyrinthine, laity, lament, lethargic, litany, lucid, magnanimity, maxim, malfeasance, manipulation, mediocre, *mercosur (Spanish),* meticulous, milestone, mnemonic, monolithic, nuance, obstreperous, ontology, oscillate, ossify, parity, perfunctory, philanthropic, plethora, profligate, poignant, portend, posteriority, precarious, precept, precipitously, preeminent, premise, profit center, promulgate, proselytism, pundit, Pygmalion, quandary, quintessential, quixotic, reckon, reinvigorate, repudiation, rigmarole, rudiments, ruminate, sanguine, sarcasm, scrutiny, self-aggrandizing, self-effacing, self-efficacy, *sin quo non (Latin)*, slanting, slough, slovenliness, staggering, stalemate, stewardship, substantiate, syllogism, synchronization, syndicate, synthesis, tabulating, taciturn, tantamount, taxonomy, tenacious, tenure, thwart, transference, transient, transparency, triad, tyranny, unscrupulous, untenable, vacillating, vehement, vicarious, vicissitudes, *Vis-à-vis (French)*, vision, volatility

Terms

The following are terms that students have identified once.

Abatement
Aberration
Abeyance
Ability
Abolition
Abrasive
Abreast
Abstemious
Abundance
Abysmal
Acclimatization
Accoutrements
Accretive
Acculturation
Acquiesce
Acquired
Acquisition
Acumen
Ad nauseum (Latin)
Adept
Adherent
Adjudicator
Adjunct
Admonish
Adroit
Adulation
Advocation
Affiliate
Affinity
Aficionado
Aggregate
Agnostic
Albatross
Alienated
All-encompassing
Allegory
Aloof
Angst
Antiquate
Amorphous
Anachronisms
Anecdote

Anointed
Anomalous
Anthropomorphic
Antipathy
Antiphon
Apologia
Appalling
Appraisal
Approach
Aptitude
Arbitrageurs
Arbitration
Arcane
Archetype
Ardently
Articulate
Ascertaining
Aspersion
Assertions
Assessments
Assimilate
Astragalus
Atavistic
Attaché (French)
Attenuated
Au courant (French)
Autopoiesis
Auditories
Augur
Aversion
Avert
Avocation
Avowal
Avuncular
Backwardation
Balk
Banal
Bastion
Beckon
Beget
Begrudge
Behooves

Beleaguered
Belie
Belittled
Bemoan
Benevolent
Bereft
Beset
Besieged
Bestowed
Bifurcation
Bio-logic
Binging
Blanched
Blitz
Blurriness
Bogged
Bolster
Bombastic
Boorishness
Bottleneck
Brash
Brevity
Broadband
Bromide
Buoy
Bureau-pathology
Burnishing
Burnout
Bushwhack
Busyness
Butting
Cabals
Cameralism
Camouflage
Candidly
Candor
Capacity
Captivate
Catalyst
Catastrophe
Caucus
Chaebol (Korean)

Chaos
Charisma
Charybdis (Latin)
Chasm
Chastise
Chit
Chronemics
Circumspectly
Circumvent
Cirrhosis
Clamoring
Clandestine
Cliché
Coalesce
Codger
Coercive
Cogitate
Cognitive
Coherent
Cohesion
Cohort
Collaboration
Collateral
Collegiality
Collusion
Commiserate
Commitment
Compartmentalization
Compelling
Complacent
Composure
Compromising
Compulsory
Concatenation
Concessions
Concomitant
Concubines
Concurrence
Co-determination
Condign
Confectionary
Connoisseur
Consensus
Consolidate
Consternation
Consummate

Constitute
Contagion
Contemplation
Contentious
Contiguity
Contraband
Contradict
Contravene
Convalesced
Conversely
Conviviality
Copiously
Coquette
Core
Counter-cyclical
Counter-productive
Counter-purchase
Counter-transference
Counterintelligence
Courted
Coveted
Credenza
Crestfallen
Critical-incident
Cronyism
Cross-docking
Cross-functionally
Cross-wise
Crowd-sourcing
Crucible
Crumudgeonly
Crux
Cryptomenesia
Culpability
Cultivate
Cunning
Curiosity
Curmudgeon
Cursory
Curtail
Cusp
Cyber-slacking
Cyber-squatting
Cyclical
Cynicism
Dashboard

Daunting
Debilitates
Debunk
Decentralization
Decipher
Decry
Deference
Defile
Deifies
Delineated
Delirium
Deluge
Democratizing
Demonstrably
Demur
Denning
Deplorable
Deportment
Derelict
Desecrate
Desideratum
Despotism
Determination
Deterred
Deuce
Deviant
Dexterity
Devastate
Diagnose
Dickensian
Dilapidated
Disavowal
Discerned
Disciplined
Disconcerted
Discordant
Discourse
Disingenuously
Disintegrate
Dismal
Dispensation
Dissembling
Dissertation
Dithering
Diversification
Divestiture

Doldrums
Domineering
Double-cross
Dovetail
Duality
Duly
Dumbfound
Duplicitous
Duress
Dynamic
Earmark
Ebulliently
Ecclesiastical
Eclectic
Edification
Effrontery
Egocentric
Élan (French)
Elixir
Eloquent
Emblazed
Embodiment
Eminence
Eminently
Emulation
Enculturation
Encumber
Endogenous
Endowed
Enmeshed
Ennobling
Ennui
Enshrined
Entangle
Enthralled
Entrenched
Entrepreneur
Environmentalism
Eponymous
Eradicate
Erode
Err
Esoteric
Esprit (French)
Ethnocentrism
Ethnography

Etiquette
Euphemism
Evangelism
Evanescent
Evoked
Exalted
Exasperation
Executive
Exemplified
Exodus
Expatriate
Extemporaneous
Extraneous
Extranet
Extrapolate
Externalization
Extrusion
Fagin
Fait accompli (French)
Feasibility
Featherbedding
Ferret
Fervor
Filial
Fisticuff
Flexiplace
Flexographic
Flog
Floodgate
Flow
Fluoridation
Foci
Fodder
Followership
Forecasting
Fortuitous
Frank
Fratricidal
Freeloader
Fructify
Furrier
Gadfly
Gamesmanship
Gamut
Garner
Gauging

Generic
Genesis
Geodesic
Germane
Gild
Glitter
Glasnost (Russian)
Grafting
Greedy
Gregarious
Gridlock
Gratuity
Gruff
Grumbles
Guile
Gulag
Gustatory
Gyroscopic
Habadasher
Haggle
Haphazardly
Haptics
Harangue
Harbinger
Hearken
Heritability
Heresy
Hermeneutic
Heuristic
Hindered
Hitherto
Hito (Japanese)
Hodgepodge
Homestead
Homogeneity
Homophily
Hoodwinked
Hosiery
Husky
Hyper-reality
Hypervigilance
Hypocrisy
I ching (Chinese)
Illuminate
Immense
Immutable

Impasse
Imperative
Impertinent
Implementation
Imprimatur
Impunity
Inadvertently
Incessantly
Inchoate
Inclination
Incommensurable
Incredulous
Increment
Incumbent
Indecision
Indelible
Indemnification
Indignant
Indispensability
Indolent
Indomitable
Inducement
Induction
Indulgent
Industrialist
Ineffable
Inept
Inertia
Inevitable
Inflection
Infomediary
Inherent
Inhibit
Inimical
Inimitable
Innocuous
Innumerate
Inordinate
Inquisitive
Insatiable
Insidious
Insouciance
Insurrection
Integrative
Integrity
Interference

Interloper
Intermediaries
Intermittency
Internalization
Internecine
Interoperable
Interspersed
Intervene
Intimidation
Intra-group
Intractability
Intranet
Intrapreneurship
Intrapsychically
Intonation
Intransigent
Intricate
Irascible
Jargon
Jettison
Jibe
Jostle
Juxtaposition
Kaikaku (Japanese)
Kaleidoscope
Kanban (Japanese)
Kane (Japanese)
Kernel
Kinesics
Kinesthesia
Knowledge
Krona (Swedish)
Kvetch (Yiddish)
Laggard
Languish
Largesse
Lassitude
Laterally
Laudable
Laxity
Leader
Leadership
Legitimacy
Lexicon
Liaison
Lien

Lilliputian
Litigation
Litigious
Localitis
Malevolence
Malice
Malign
Maneuvering
Manager
Mano (Japanese)
Mantra
Maquiladora (Spanish)
Marauding
Marginality
Master
Matrix
Maverick
Megalopolis
Mélange (French)
Melee
Meme
Memo
Meta-cognition
Metamorphose
Mentor
Mercurial
Meritocracy
Meritorious
Mesmerized
Messianic
Meta-tags
Metanoia
Microcosm
Micro-management
Milieu
Militate
Mimicking
Mimeograph
Mindful
Minion
Ministry
Minutiae
Misanthropic
Misnomer
Mitigating
Mnemonic

Modicum
Modular
Modus operandi (Latin)
Mollify
Mono-chronic
Moot
Moralize
Morass
Moratorium
Moribundity
Motivate
Mulling
Multi-domestic
Multidimensional
Multifarious
Mundane
Muskets
Mystique
Narcissism
Nascent
Naysayer
Negotiation
Neoteny
Netiquette
Neurons
Newfangled
Newsgroup
Nibble
Nimbly
Nifty-Fifty
Nomadic
Nosedive
Nurture
Obfuscate
Obituary
Oblige
Obscene
Obstacle
Obstinacy
Odium
Offshoring
Ombudsman
Omnipotent
Omniscience
Onerous
Onomatopoeia

Onus
Onward
Oppressor
Opulence
Oracle
Orchestrate
Orgmind
Ostracize
Ouruboros (Greek)
Outplacement
Outsourcing
Outstrip
Overage
Overweeing
Pall
Palpable
Palpitate
Paltry
Pandemic
Pandit
Panoptic
Paralanguage
Paralysis
Parameter
Pariah
Parley
Parochial
Parsimonious
Participative
Paucity
Passive-aggressive
Patent
Pathology
Peccadillo
Pedant
Penchant
Penny-ante
Pension
Per diem (Latin)
Perception
Percolate
Perennial
Perilous
Perish
Permutation
Persister

Persuasive
Petulance
Perverse
Pesky
Phalanx
Pharmakos (Greek)
Phenomena
Phishing
Photovoltaic
Pilferage
Pilloried
Pinnacle
Pitfall
Pizzazz
Placate
Placid
Platitude
Plodding
Plough
Ploy
Plutocracy
Podunk
Politicking
Poltroon
Pollyanna
Poly-chronic
Polymath
Port (wine)
Posit
Positioning
Post-Capitalism
Postscript
Postulates
Praise
Predecessor
Predisposition
Preordained
Preposterous
Prepotent
Presuppositions
Primal
Privy
Procrastinators
Probe
Procurement
Prodigious

Prodrome
Proffer
Proficient
Progenitor
Prognostic
Proletariat
Proliferation
Prominent
Promulgate
Propaganda
Propensity
Prophecy
Prophylaxis
Propitious
Propogate
Propriety
Protracted
Proverbial
Proviso
Prowess
Proxemics
Proximity
Pseudo-certainty
Psyche
Purposive
Pyramiding
Qualitative
Quantitative
Quarrel
Quasi-quantitative
Quid pro quo (Latin)
Raider
Ramrod
Raconteur
Rancorous
Rapacious
Rascality
Ravenous
Raving
Realm
Recalcitrant
Receptive
Recidivism
Reciprocal
Recombinant
Recommence

Reconcile
Referent
Reflectivity
Regal
Regimented
Regression
Remedy
Remonetization
Repatriation
Repertory
Repression
Reprisal
Requisition
Resound
Responsibility
Retention
Reticence
Retrofit
Revamp
Reverting
Revolutionizing
Rhetoric
Rigidity
Rigmarole
Robust
Sabermetrics
Sacrosanct
Sagacity
Sapped
Sardonic
Scapegoat
Scarce
Schema
Schism
Schadenfreude (German)
Schmoozing (Yiddish)
Scotched
Scotoma
Scylla (Latin)
Sedentary
Seismic
Self-actualization
Self-dependence
Self-improvement
Self-perception

Seditious
Segmentalism
Semblance
Seminal
Sensitivity
Sensitization
Sequel
Sequester
Serendipity
Shabbat (Hebrew)
Shirk
Shoddy
Sieve
Silos
Skewed
Skivvies
Smattering
Smolder
Snafu
Socio-critical
Socio-emotional
Solvent
Sophistry
Spade
Specter
Spittoon
Stabilization
Stagnation
Stanford-Binet
Sterile
Stimulating
Stipend
Stoicism
Strewn
Stringent
Stroking
Stymied
Subconscious
Subdued
Subordinate
Subsequent
Subsidiary
Subversion
Succession
Successor
Superfluous

Super-ordinate
Supremacy
Supplanted
Surmised
Surmountable
Surreptitiously
Susceptibility
Sustenance
Symposium
Syncretism
Synopsis
Synopticon
Systematize
Tactics
Talisman
Taming
Tantalizing
Tautology
Technocrat
Telecommunications
Telematics
Teleology
Teleonomy
Telework
Telex
Temerity
Tenable
Tenacity
Tenet
Terrain
Terse
Thematic
Theory
Threshold
Throughput
Tinkering
Top-grading
Torquing
Tortuous
Tradecraft
Trait
Transactional
Transcend
Transient
Translucent
Trawling

Trenchant
Triangulate
Trite
Trolling
Turpitude
Upheaval
Unabashed
Unassailable
Uncanny
Uncluttered
Unconscious
Undaunted
Undergird
Undermining
Underpinning
Unduly
Unflappable
Unhampered
Unilateralism
Uninhibited
Unionism
Unkemptness
Unleashing
Unorthodox
Unsubstantiated
Unsullied
Utopian
Vacuity
Valence
Veer
Venal
Veneer
Verisimilitude
Versatility
Vestigial
Vetted
Vexed
Vigilant
Vignettes
Viscerally
Vivid
Voluminous
Wa (Japanese)
Watershed
Widow-maker
Whilst

Whistleblower
Wield
Winnow
Workmanship
Wreaked
Yardstick
Zapping
Zeitgeist (German)
Zippy

Phrases

Adversary participation
Affirmative Action
After-action learning
Angel investor
Baldridge-centric
Behavioral science
Boundary condition
Buzz marketing
Capital spending plan
Caveat emptor (Latin)
Change agent
Chief hacking officer
Cognitive restructuring
Collectivist cultures
Colloquial language
Conference calling
Confrontational inquiry
Conscience evolution
Core competencies
Corporate Governance
Cradle-to-grave
Craft organization
Crawford slip writing
Creative imitation
Cult branding
Culture affinity
Cycle Time
Deep decision
Diseconomies of scale
Dry run
Entanglement strategy
Ethnic Philanthropy
Even keel
External Assessment

Faulty attribution
Feminization of poverty
Focus strategy
Fracture Lines
Frame-bending change
Fully-amortized loan
Game theory
Going concern
Gold-collar workers
Golden Handshake
Golden Parachute
Greenmail
Halo effect
High stakes
Incremental change
Integration marketing
Internal Assessment
Interpersonal conflict
Interpersonal comm.
Janusian thinking
Job blindness
Job capture
Job sharing
Knowledge society
Koi (Japanese) metaphor
Lead management
Lead time
Leverage ratio
Litmus test
Logical Incrementalism
Maginot (French) Line
Meta-grumbles
Ming-boggling
News Aggregators
Nominal partner
One-upmanship
Open source
Operations research
Organized abandonment
Perceptual biases
Ponzi scheme
Power-base
Power coalitions
Predatory pricing
Process consultant

Pure inquiry
Pygmalion effect
Pyrrhic victory
Quality circle
Quantum leap
Rabble rousing
Red herring
Relationship map
Secular rationality
Seed money
Sequencing strategy
Serial independence
Silent partner
Social awareness
Social capital
Social facility
Social perception
Spiral staircase
Strategic capital
Strategic dashboard
Strategic fit
Strictly Dominated
Symbolic Interactionism
System integrator
Tangible relatedness
Theory Z
Time robbers
Turnkey project
Venture
Vested interest
Vertical integration
Vertical society
Vertical thinking
Web spider
White elephant
Work-out
Work-product

Acronyms

501c3 (federal-exempt non-profit organization)

BATNA (best alternative to a negotiated agreement)

CRM (customer relationship management)

IPO (initial public offering)

MBO (management by objectives)

PES (positive explanatory style)

R&D (research and development)

SBA (small business administration)

WIIFM (what's in it for me)

Vocabulary Practice in Management Contexts

The following are examples of an important management and organizational behavior term used in various ways. These are examples of the types of practice that can help students in MGT 360. Each textbook chapter in this course contains a set of key vocabulary terms, and most of the supplemental readings will likely contain unknown words as well.

The following lexical examples are for the word *hubris* and words related to the word *hubris*. This word was identified as unknown by five different students on five different occasions from five different sources. Even though it may be unknown or difficult, knowledge of the word *hubris* would be considered crucial at the completion of a course on management and organizational behavior.

Denotative Definition:

Hubris: (noun) 1. "a great or foolish amount of pride or confidence" 2. "exaggerated pride or self-confidence" (Merriam-Webster dictionary, `http://m-w.com`)

Typical Example:

John may be difficult to promote to manager until he works on reducing his overall *hubris* towards new vendors and suppliers.

Connotative Example:

I've heard it said that Wall Street needs to clean up its *hubris* more than Main Street.

Synonym Example:

Sue is more than just over-confident; she is, quite frankly, arrogant.

Antonym (Non-example):

Espousing and expressing humility is a critical skill for a leader in this organization.

Logic/Prediction Example:

Former Apple co-founder and CEO Steve Jobs had *hubris*. This was needed to change the computer, music, movie industries, but many former Apple employees believe it was hard to succeed and get promoted under his leadership.

Definition in your own words:

_____

_____

_____

_____

Example sentences in your own words:

1. _____

2. _____

3. _____

Draw a picture of the word: