When leaders motivate employees through inspiration, corporate culture tends to be:

Select one:

a.

More supportive and people-oriented

b.

Competitive and performance-oriented

c.

People or team-oriented

d.

Outcome-oriented and competitive

One method some companies use to improve the match between job candidate and the job is personality testing.

Select one:

True

False

Which of the following is true regarding functional structures?

Select one:

a.

Jobs are based on differences in functions

b.

Departments include manufacturing, finance, accounting, human resources and information technology

c.

Each person is trained to do several job functions.

d.

Each person handles specific transactions

Organizational change can take the form of which of the following?

Select one:

a.

Structure, strategy, policies, or culture

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b.

Change should be planned on quarterly basis and measured for progress

c.

Fundamentally, organizational change is a process that involved effective products or services

d.

Change should moderate so as to not disrupt corporate cultural norms..

In a learning organization, sharing knowledge quickly throughout the organization is the way to make everyone a smart, contributing member.

Select one:

True

False

Assessing performance through financial returns only provides information about how well the organization did prior to the assessment.

Select one:

True

False

Executives across the world believe that business has a responsibility to address issues like environmental concerns only so far as the law requires.

Select one:

True

False

The main challenge with fact-based objectives is that many firms find future opportunities in markets where there is an existing set of customers.

Select one:

True

False

In an organization in which high-level managers make the effort to involve others in decision making and seek opinions of others, corporate culture tends to be:

Select one:

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a.

More supportive and people-oriented

b.

Competitive and performance-oriented

c.

People or team-oriented

d.

Outcome-oriented and competitive

Cultures that emerge within different departments, branches, or geographic locations are called:

Select one:

a.

Subcultures

b.

Countercultures

c.

Stable cultures

d.

Bureaucratic cultures

Executive leaders do not play a large role in defining organizational culture.

Select one:

True

False

Exit interviews involve a meeting with the departing employee’s manager.

Select one:

True

False

A number of things organizations can do prior to change to prepare employees include

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which of the following?

Select one:

a.

Provide employees with HR support in the event they choose to leave the organization.

b.

Allow employees to participate

c.

Effectively communicate the pros and cons of the expected change.

d.

Unfreeze

Lewin’s change model includes which of the following steps?

Select one:

a.

Develop

b.

Make sure employees are receptive to change

c.

Build a coalition

d.

Inform employees that you are open to new ideas and that the the change may not be permanent

Imagination and improvement emphasize different approaches to creativity.

Select one:

True

False

The primary reason managers who start a new job fail, or either voluntarily leave or are fired, report not being able to:

Select one:

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a.

Form effective relationship with colleagues

b.

The company did not have a systematic approach to onboarding

c.

Did not seek feedback

d.

Did not gain understanding of whether their behavior fit with the company culture.

The type of bias people have depends on their personality.

Select one:

True

False

The strategy should flow directly from the mission, since the strategy is intended to achieve the mission and satisfy the organization's vision.

Select one:

True

False

Controlling involves ensuring that performance does not deviate from the mission of the organization.

Select one:

True

False

Companies with an innovative culture are characterized by all of the following EXCEPT:

Select one:

a.

Smaller organization

b.

Flat hierarchy

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c.

No use for titles

d.

Status distinctions tend to be downplayed

In the role of spokesperson, the manager disseminates the organization's information to the units and departments.

Select one:

True

False

Despite potential benefits, the disadvantages of a matrix structure include which of the following?

Select one:

a.

Power struggles or turf wars among managers are lessened, taking away an important source of new ideas and innovation.

b.

Managers will spend less effort coordinating their work, believing that someone else can pick-up the slack.

c.

Role ambiguity or role conflict is very low

d.

There is potential for interpersonal conflict with team members as well as with leaders

Goals are typically not set for the organization but for the stakeholders outside the organization.

Select one:

True

False

A cost-focus strategy is a low-cost, narrowly focused market strategy.

Select one:

True

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False

It is more common to see rewards tied to performance indicators as opposed to seniority or loyalty in companies whose cultures are:

Select one:

a.

Aggressive

b.

Innovative

c.

Outcome-oriented

d.

Team-oriented

In determining stakeholders who should be consulted as strategy is developed, companies often develop an incomplete list.

Select one:

True

False

A mission statement serves an important function for organizations as part of the POLC function:

Select one:

a.

Planning

b.

Organizing

c.

Leading

d.

Controlling

A disadvantage of formalization in organization structure is:

Select one:

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a.

Decision making is at a faster pace

b.

Formalized structure is associated with increased motivation and job satisfaction

c.

Strategic decision making occurs often

d.

Reduced innovativeness occurs because employees are used to behaving in a certain manner

Organizational culture is related to the POLC function of:

Select one:

a.

Planning

b.

Organizing

c.

Leading

d.

Controlling

Why do employees who participate in planning change efforts tend to have more positive opinions about the change?

Select one:

a.

They have the opportunity to reject the proposed change

b.

They will have the opportunity to know more than others about the change

c.

They will be able to convince customers the change was the right thing to do

d.

They will feel a sense of ownership of planned change and are more likely to be on board

Artifacts reflecting values of an organization include

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Select one:

a.

Mission statements

b.

An office layout that includes open spaces

c.

Shared principles

d.

Executive suites

All of the following are characteristics which describe learning organizations EXCEPT:

Select one:

a.

Learning organizations are good at learning from experience

b.

Some companies choose to conduct formal retrospective meetings to analyze the challenges encountered and areas for improvement

c.

Learning organizations hire only employees who are willing to learn from past mistakes

d.

Learning organizations are good at studying customer habits to generate ideas

An example of a company that is a modular organization is:

Select one:

a.

Toyota

b.

Nike

c.

3M

d.

Starbucks

The GRI guidelines are intended to complement GAAP by providing the basis for credibility and precision in financial reporting.

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Select one:

True

False

Within the strategic plans that are decided, divisional and business unit managers do not have considerable freedom to adjust, adapt, and experiment.

Select one:

True

False

The foundation of many capabilities lies in the skills and knowledge of a firm's stockholders.

Select one:

True

False

An example of a company that utilizes the matrix organization successfully is:

Select one:

a.

Starbucks

b.

Nike

c.

3M

d.

Ben and Jerry's

The following are tips which allow one to more accurately gauge the culture of a company EXCEPT:

Select one:

a.

Do your research

b.

Observe the physical environment

c.

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Ask questions

d.

Read the mission and value statements

Fayol, Taylor and the Gilbreths presumed that managers were not overseeing manual labor tasks.

Select one:

True

False

Empowerment is the process of authorizing an individual to think, behave, take action, and control work and decision making in an organization.

Select one:

True

False

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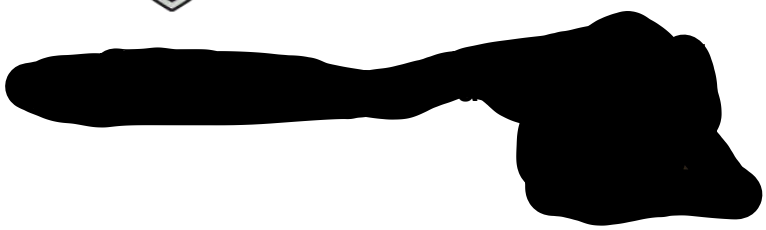

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Started on	Sunday, 15 August 2021, 3:03 AM
State	Finished
Completed on	Sunday, 15 August 2021, 4:14 AM
Time taken	1 hour 11 mins
Marks	36.00/40.00
Grade	**90.00** out of 100.00

Question 1

Correct Mark 1.00 out of 1.00

Goals and objectives provide a form of control since they create a feedback opportunity regarding how well or how poorly the organization is executing its strategy.

Select one:

- True ✓
- False

The correct answer is 'True'.

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Question 2

Correct Mark 1.00 out of 1.00

Strategy formulation is an essential component of the POLC framework:

Select one:

- a. Planning ✓
- b. Organizing
- c. Leading
- d. Controlling

The correct answer is: Planning

Question 3

Correct Mark 1.00 out of 1.00

The role of goals and objectives are achieved only in the planning stage.

Select one:

- True
- False ✓

The correct answer is 'False'.

Question 4

Correct Mark 1.00 out of 1.00

Leaders are instrumental in creating and changing an organization’s culture.

Select one:

- True ✓
- False

The correct answer is 'True'.

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Question 5

Correct Mark 1.00 out of 1.00

Research reveals a consistent link between personality and absenteeism.

Select one:

- True
- False ✓

The correct answer is 'False'.

Question 6

Correct Mark 1.00 out of 1.00

Having role ambiguity and experiencing conflicting role demands are related to higher job performance.

Select one:

- True
- False ✓

The correct answer is 'False'.

Question 7

Correct Mark 1.00 out of 1.00

When engaging in job design or enrichment, a manager should consider:

Select one:

- a. Autonomy in relations to employee personality
- b. Freedom relative to employee personality
- c. Personality in relation to work behavior ✓
- d. Personality in relation to job design

The correct answer is: Personality in relation to work behavior

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Question 8

Correct Mark 1.00 out of 1.00

Effective controlling requires the existence of plans,

Select one:

- a. since planning provides the necessary performance standards or objectives. ✓
- b. since understanding the mission of the organization requires strategic plan.
- c. since control techniques are budget and performance audits.
- d. since managers must show compliance with company policies.

The correct answer is: since planning provides the necessary performance standards or objectives.

Question 9

Correct Mark 1.00 out of 1.00

When a company has a diverse product line, each product will have unique demands, deeming divisional structures more useful.

Select one:

- True ✓
- False

The correct answer is 'True'.

Question 10

Correct Mark 1.00 out of 1.00

Teamwork is a common theme of organizational citizenship behavior.

Select one:

- True
- False ✓

The correct answer is 'False'.

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Question 11

Correct Mark 1.00 out of 1.00

Many companies that are not virtual use the principles of a virtual organization as:

Select one:

- a. A way to structure their ideas
- b. A way to structure the work of distributed teams ✓
- c. A way to develop teams
- d. A way to develop new projects

The correct answer is: A way to structure the work of distributed teams

Question 12

Correct Mark 1.00 out of 1.00

The monitoring step of the mission and vision statements development process is analogous to which step of the principles of management framework?

Select one:

- a. Planning
- b. Organizing
- c. Leading
- d. Controlling ✓

The correct answer is: Controlling

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Question 13

Correct Mark 1.00 out of 1.00

Managers need to consider the individual and the situation when making:

Select one:

- a. Organizing decisions about the job ✓
- b. Leading decisions about the organization
- c. Controlling decisions about the departments
- d. Planning decisions about the strategies of the company

The correct answer is: Organizing decisions about the job

Question 14

Correct Mark 1.00 out of 1.00

In countries with low institutional collectivism:

Select one:

- a. Emphasize individual achievement ✓
- b. Reward groups rather than individuals
- c. Tolerate diversity of ideas
- d. Encourage hierarchical decision-making

The correct answer is: Emphasize individual achievement

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Question 15

Correct Mark 1.00 out of 1.00

Not all organizations need strategies to survive and thrive.

Select one:

- True
- False ✓

The correct answer is 'False'.

Question 16

Incorrect Mark 0.00 out of 1.00

Monitor, disseminator, and spokesperson are the three decisional managerial roles in an organization.

Select one:

- True ✗
- False

The correct answer is 'False'.

Question 17

Correct Mark 1.00 out of 1.00

Believing that women are more cooperative than men, or men are more assertive than women, are examples of:

Select one:

- a. Categorizing
- b. Stereotyping ✓
- c. Biasing
- d. Reality check

The correct answer is: Stereotyping

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Question 18

Correct Mark 1.00 out of 1.00

Job attitudes are more related to citizenship behavior than they are to job performance.

Select one:

- True ✓
- False

The correct answer is 'True'.

Question 19

Incorrect Mark 0.00 out of 1.00

Firms utilizing a competitive scope strategy can tailor advertising and promotional efforts to a particular market niche.

Select one:

- True ✗
- False

The correct answer is 'False'.

Question 20

Correct Mark 1.00 out of 1.00

Organizational culture will act as a self-defending organism where intrusive elements are kept out.

Select one:

- True ✓
- False

The correct answer is 'True'.

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Question 21

Correct Mark 1.00 out of 1.00

A useful personal mission and vision statement should include all of the following EXCEPT:

Select one:

- a. What you wish to accomplish
- b. What you would like to contribute
- c. What qualities you would like to develop
- d. What career you would like to take ✓

The correct answer is: What career you would like to take

Question 22

Correct Mark 1.00 out of 1.00

Stereotypes are generalizations based on an individual characteristics

Select one:

- True
- False ✓

The correct answer is 'False'.

Question 23

Correct Mark 1.00 out of 1.00

One approach to focusing is to service either industrial buyers or consumers, but not both.

Select one:

- True ✓
- False

The correct answer is 'True'.

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Question 24

Correct Mark 1.00 out of 1.00

Two companies well known for their strong CSR orientations are:

Select one:

- a. Proctor & Gamble and Craigslist
- b. Ben & Jerry's and Proctor & Gamble
- c. Ben & Jerry's and S.C. Johnson ✓
- d. S.C. Johnson and Proctor & Gamble

The correct answer is: Ben & Jerry's and S.C. Johnson

Question 25

Correct Mark 1.00 out of 1.00

Cost leaders must maintain their marketing or face the possible entry of more cost-effective competitors.

Select one:

- True
- False ✓

The correct answer is 'False'.

Question 26

Correct Mark 1.00 out of 1.00

Lateral thinking can generate completely new concepts and ideas, and brilliant improvements to existing systems.

Select one:

- True ✓
- False

The correct answer is 'True'.

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Question 27

Correct Mark 1.00 out of 1.00

According to Fayol, orderliness refers to:

Select one:

- a. The environment
- b. Policies and the environment
- c. Materials and environment
- d. Environment, materials and policies ✓

The correct answer is: Environment, materials and policies

Question 28

Correct Mark 1.00 out of 1.00

According to the principles of visionary leadership, the essentials for successful revolution include all EXCEPT:

Select one:

- a. Physical systems
- b. Cultural systems ✓
- c. Organizational systems
- d. Behavioral systems

The correct answer is: Cultural systems

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Question 29

Correct Mark 1.00 out of 1.00

It is important to note that the concept of strategy is relevant to only large, public companies like GE.

Select one:

- True
- False ✓

The correct answer is 'False'.

Question 30

Correct Mark 1.00 out of 1.00

The low cost of computers compared to phones puts them in the hands of more people around the worl~

Select one:

- True
- False ✓

The correct answer is 'False'.

Question 31

Correct Mark 1.00 out of 1.00

Functional structures tend to be effective when an organization has a large number of products and services requiring special attention

Select one:

- True
- False ✓

The correct answer is 'False'.

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Question 32

Correct

Mark 1.00 out of 1.00

In an example of a matrix structure at a software development company, business analysts, developers, and testers each report to a functional department manager and to a project manager simultaneously.

Select one:

- True ✓
- False

The correct answer is 'True'.

Question 33

Correct

Mark 1.00 out of 1.00

Organizational commitment is the unemotional attachment people have toward the company they work for.

Select one:

- True
- False ✓

The correct answer is 'False'.

Question 34

Correct

Mark 1.00 out of 1.00

According to Peters and Waterman, productivity through people means treating rank-and-file employees as a source of productivity.

Select one:

- True
- False ✓

The correct answer is 'False'.

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Question 35

Incorrect Mark 0.00 out of 1.00

A group is a cohesive coalition of people working together to achieve an agenda

Select one:

- True ✗
- False

The correct answer is 'False'.

Question 36

Correct Mark 1.00 out of 1.00

The purpose of diversification is:

Select one:

- a. To capture more consumers
- b. To satisfy the mission and vision
- c. To build a portfolio of businesses much like a portfolio of stock
- d. To spread out risk and opportunities over a larger set of businesses ✓

The correct answer is: To spread out risk and opportunities over a larger set of businesses

Question 37

Correct Mark 1.00 out of 1.00

Mechanistic structures limit individual autonomy and self determination which will likely lead to lower levels of intrinsic motivation on the job.

Select one:

- True ✓
- False

The correct answer is 'True'.

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Question 38

Correct Mark 1.00 out of 1.00

Biased visual perception may not necessarily lead to the wrong inferences about the people and objects around us.

Select one:

- True
- False ✓

The correct answer is 'False'.

Question 39

Incorrect Mark 0.00 out of 1.00

Goals and objectives are not a basis for reward systems.

Select one:

- True ✗
- False

The correct answer is 'False'.

Question 40

Correct Mark 1.00 out of 1.00

By the end of 2008, 60% of the world's population was using mobile phones.

Select one:

- True ✓
- False

The correct answer is 'True'.

◀ Learning Guide Unit 9

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Final Exam ►

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BUS1101 Final exam Study Guide

Principles of Business Management (University of the People)

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Chapter 1

1. The principles of management: are the means by which you actually manage, that is, get things done through others—individually, in groups, or in organizations.

2. The fundamental notion of principles of management was developed by French management theorist Henri Fayol (1841–1925).

3. Managers are required in all the activities of organizations: budgeting, designing, selling, creating, financing, accounting, and artistic presentation; the larger the organization, the more managers are needed. Everyone employed in an organization is affected by management principles, processes, policies, and practices as they are either a manager or a subordinate to a manager, and usually they are both.

4. Monitor, disseminator, and spokesperson are the three decisional managerial roles in an organization.

5. Planning is the function of management that involves setting objectives and determining a course of action for achieving these objectives.

6. Leadership: the social and informal sources of influence that you use to inspire action taken by others.

7. P&G recruits and promotes those individuals who demonstrate success through influence rather than direct or coercive authority.

8. Decisions made about the structure of an organization are generally referred to as operational planning decisions.

9. All organizations need strategies to survive and thrive. Effective controlling requires the existence of plans, since planning provides the necessary performance standards or objectives.

10. Strategic management - is the body of knowledge that answers questions about the development and implementation of good strategies. A manager must understand the compatibility of individual and group performance with respect to goals and objectives.

11. Leading involves the social and informal sources of influence that you use to inspire action taken by others. to become effective at leading, managers must first understand their subordinates' personalities, values, attitudes, and emotions.

12. Organizing also involves the design of individual jobs within the organization. Decisions must be made about the duties and responsibilities of individual jobs, as well as the manner in which the duties should be carried out.

13. Organizing at the level of the organization involves deciding how best to departmentalize, or cluster, jobs into departments to coordinate effort effectively. There are many different ways to departmentalize, including organizing by function, product, geography, or customer. Many larger organizations use multiple methods of departmentalization.

Common arguments against corporate social responsibility argue that:

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Select one:

- a. CSR detracts from the fundamental economic role of businesses.
- b. CSR does not achieve a triple bottom line.
- c. there is no positive relationship between CSR and shareholder returns.
- d. there are no financial benefits of social or environmental initiatives.

Question 7

Teamwork is a common theme of organizational citizenship behavior.

Select one:

- True
- False

Question 8

A group is a cohesive coalition of people working together to achieve an agenda:

Select one:

- True
- False

Question 9

The purpose of assembling a team is:

Select one:

- a. To work on agendas in the context of a group
- b. To accomplish bigger goals than any that would be possible for the individual working alone
- c. To increase mutual cooperation between competing factions
- d. Gather together a group of individuals and mold them into an effective team

Clear my choice

Question 10

Environmental scanning is the act of analyzing the critical external contingencies facing an organization in terms of:

Select one:

- a. economic conditions, employees capabilities, and stakeholders.
- b. economic conditions, competitors, and customers.
- c. competitors, and economic and financial capabilities.

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d. stakeholders, community conditions and customers.

Question 11

In decentralized companies, decisions are made and problems are solved at lower levels by employees who are closer to the problem in question.

Select one:

True

False

Question 12

Functional structures tend to be effective when an organization has a large number of products and services requiring special attention

Select one:

True

False

Question 13

In centralized companies, many important decisions are made at lower levels of the hierarchy.

Select one:

True

False

Question 14

Research indicates that flat organizations provide greater need satisfaction for employees, and greater levels of self-actualization.

Select one:

True

False

Question 15

Some employees are more comfortable in a centralized organization where their manager confidently gives instructions and makes decisions.

Select one:

True

False

Question 16

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Formalized structures are those in which there are few rules and regulations.

Select one:

- True
- False

Question 17

In a matrix structure, product managers have control and say over product related matters, while department managers have authority over matters related to company policy.

Select one:

- True
- False

Question 18

In an example of a matrix structure at a software development company, business analysts, developers, and testers each report to a functional department manager and to a project manager simultaneously.

Select one:

- True
- False

Question 19

Decentralized companies give more authority to a higher-level employee, resulting in a sense of empowerment.

Select one:

- True
- False

Question 20

Decisions can be made more quickly in centralized companies

Select one:

- True
- False

Question 21

A mission statement serves an important function for organizations as part of the POLC function:

Select one:

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- a. Planning
- b. Organizing
- c. Leading
- d. Controlling

Question 22

Managers are responsible for getting activities completed efficiently and achieving the firm's goals by utilizing:

Select one:

- a. Human, financial, and material resources
- b. Information, human, and service resources
- c. Human resources, organizational competitiveness, and organizational goals
- d. Financial resources, top management, and organizational goals.

Question 23

The purpose of assembling a team is:

Select one:

- a. To work on agendas in the context of a group
- b. To accomplish bigger goals than any that would be possible for the individual working alone
- c. To increase mutual cooperation between competing factions
- d. Gather together a group of individuals and mold them into an effective team

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BUS 1101 Final Review

Question **1**
Not answered
Marked out of 1.00
Flag question
Question text
In an example of a matrix structure at a software development company, business analysts, developers, and testers each report to a functional department manager and to a project manager simultaneously.
Select one:
True
False
Feedback
The correct answer is 'True'.

Question **2**
Not answered
Marked out of 1.00
Flag question
Question text
Many nations have signed the Kyoto Protocol on climate change and pledged to begin the long process of reducing greenhouse gas emissions.
Select one:
True
False
Feedback
The correct answer is 'True'.

Question **3**
Not answered
Marked out of 1.00
Flag question
Question text
The best strategies, corporate and business, are based on a thorough SWOT analysis.
Select one:
True
False
Feedback
The correct answer is 'True'.

Question **4**
Not answered
Marked out of 1.00
Flag question
Question text
In centralized companies, many important decisions are made at lower levels of the hierarchy.
Select one:

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True
False
Feedback
The correct answer is 'False'.

Question **5**
Not answered
Marked out of 1.00
Flag question
Question text
A mission statement serves an important function for organizations as part of the POLC function:
Select one:
a.
Planning
b.
Organizing
c.
Leading
d.
Controlling
Feedback
The correct answer is: Planning

Question **6**
Not answered
Marked out of 1.00
Flag question
Question text
Centralization refers to decision-making by:
Select one:
a.
Management
b.
Employee
c.
Management and employee
d.
Team of managers
Feedback
The correct answer is: Management

Question **7**
Not answered
Marked out of 1.00
Flag question
Question text
Stakeholder analysis may also enable managers to identify other parties that might support well-formulated strategies.
Select one:

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True
False
Feedback
The correct answer is 'True'.

Question **8**
Not answered
Marked out of 1.00
Flag question
Question text
The major diversification strategy through which products are produced that are technically similar to the company’s current products but appeal to a new consumer group is:
Select one:
a.
Concentric diversification
b.
Hierarchical diversification
c.
Conglomerate diversification
d.
Horizontal diversification
Feedback
The correct answer is: Concentric diversification

Question **9**
Not answered
Marked out of 1.00
Flag question
Question text
The purpose of diversification is:
Select one:
a.
To capture more consumers
b.
To satisfy the mission and vision
c.
To build a portfolio of businesses much like a portfolio of stock
d.
To spread out risk and opportunities over a larger set of businesses
Feedback
The correct answer is: To spread out risk and opportunities over a larger set of businesses

Question **10**
Not answered
Marked out of 1.00
Flag question
Question text

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Mission and vision development are analogous to which step in the principles of management framework:
Select one:
a.
Planning
b.
Organizing
c.
Leading
d.
Controlling
Feedback
The correct answer is: Planning

Question **11**
Not answered
Marked out of 1.00
Flag question
Question text
In order to effectively manage organizational behavior, it is helpful to have an understanding of different employees' personality.
Select one:
True
False
Feedback
The correct answer is 'True'.

Question **12**
Not answered
Marked out of 1.00
Flag question
Question text
Not all organizations need strategies to survive and thrive.
Select one:
True
False
Feedback
The correct answer is 'False'.

Question **13**
Not answered
Marked out of 1.00
Flag question
Question text
Organizational commitment is the unemotional attachment people have toward the company they work for.
Select one:
True
False
Feedback

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The correct answer is 'False'.

Question **14**

Not answered

Marked out of 1.00

Flag question

Question text

The content of the mission and vision statements process is analogous to which step in the principles of management framework:

Select one:

a.
Planning

b.
Organizing

c.
Leading

d.
Controlling

Feedback

The correct answer is: Organizing

Question **15**

Not answered

Marked out of 1.00

Flag question

Question text

In some countries, it is considered rude to say “no”.

Select one:

True

False

Feedback

The correct answer is 'True'.

Question **16**

Not answered

Marked out of 1.00

Flag question

Question text

Teams that experience unforeseen changes in their tasks do well if they are populated with people high in:

Select one:

a.
Conscientiousness

b.
Agreeableness

c.
Originality

d.
Openness

Feedback

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The correct answer is: Openness

Question **17**
Not answered
Marked out of 1.00
Flag question
Question text
Organizations that successfully align human resources management with mission and vision accomplishment do so by integrating SHRM into the organizing process.
Select one:
True
False
Feedback
The correct answer is 'False'.

Question **18**
Not answered
Marked out of 1.00
Flag question
Question text
The Gilbreths are most famous for:
Select one:
a.
Standardization of work
b.
Times studies
c.
Productivity reports
d.
Time and motion studies
Feedback
The correct answer is: Time and motion studies

Question **19**
Not answered
Marked out of 1.00
Flag question
Question text
Common arguments against corporate social responsibility argue that:
Select one:
a.
CSR detracts from the fundamental economic role of businesses.
b.
CSR does not achieve a triple bottom line.
c.
there is no positive relationship between CSR and shareholder returns.
d.
there are no financial benefits of social or environmental initiatives.
Feedback

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The correct answer is: CSR detracts from the fundamental economic role of businesses.

Question **20**
Not answered
Marked out of 1.00
Flag question
Question text
Research indicates that flat organizations provide greater need satisfaction for employees, and greater levels of self-actualization.
Select one:
True
False
Feedback
The correct answer is 'True'.

Question **21**
Not answered
Marked out of 1.00
Flag question
Question text
There are two decisional managerial roles in an organization.
Select one:
True
False
Feedback
The correct answer is 'False'.

Question **22**
Not answered
Marked out of 1.00
Flag question
Question text
Organizational design is used to match the form of the organization as closely as possible to the vision of the organization.
Select one:
True
False
Feedback
The correct answer is 'False'.

Question **23**
Not answered
Marked out of 1.00
Flag question
Question text
A firm’s strategy includes which of the following:
Select one:
a.
Captures how vision and mission will be achieved
b.
Communicates to stakeholders the hierarchical corporate structure.

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c.
Sets specific operating procedures to be followed by front line managers.
d.
Establishes systems and processes used to implement the goals and objectives
Feedback
The correct answer is: Captures how vision and mission will be achieved

Question **24**
Not answered
Marked out of 1.00
Flag question
Question text
What kind of expertise do supply chain masters need at Intel?
Select one:
a.
Science, communication, engineering
b.
Statistics, risk management and modeling
c.
Transportation planning, green energy, and global supply
d.
Math, science and engineering
Feedback
The correct answer is: Statistics, risk management and modeling

Question **25**
Not answered
Marked out of 1.00
Flag question
Question text
Good vision statements need to create some dissonance with the status quo of an organization.
Select one:
True
False
Feedback
The correct answer is 'True'.

Question **26**
Not answered
Marked out of 1.00
Flag question
Question text
Conscientiousness is the one personality trait that uniformly predicts:
Select one:
a.
How highly adaptable to change a person is
b.
How highly motivated a person is to learn a new skill

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c.
How highly detailed a person will be
d.
How highly performance oriented a person will be
Feedback
The correct answer is: How highly performance oriented a person will be

Question **27**
Not answered
Marked out of 1.00
Flag question
Question text
Consciously creating an environment where passion is both encouraged and developed starts at the top through the communication of mission and vision.
Select one:
True
False
Feedback
The correct answer is 'True'.

Question **28**
Not answered
Marked out of 1.00
Flag question
Question text
The term social movement refers to a type of group that:
Select one:
a.
Imitates corporations to improve employee morale in organizations
b.
Is focused on specific political or social issues
c.
Mimic society
d.
Performs activities outside the workplace
Feedback
The correct answer is: Is focused on specific political or social issues

Question **29**
Not answered
Marked out of 1.00
Flag question
Question text
When a scorecard is disseminated, strategy becomes a tool specifically for top management.
Select one:
True
False
Feedback

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The correct answer is 'False'.

Question **30**

Not answered

Marked out of 1.00

Flag question

Question text

Firms utilizing a competitive scope strategy can tailor advertising and promotional efforts to a particular market niche.

Select one:

True

False

Feedback

The correct answer is 'False'.

Question **31**

Not answered

Marked out of 1.00

Flag question

Question text

Organizational culture will act as a self-defending organism where intrusive elements are kept out.

Select one:

True

False

Feedback

The correct answer is 'True'.

Question **32**

Not answered

Marked out of 1.00

Flag question

Question text

Self-development, individual initiative and organizational loyalty are:

Select one:

a.

Necessary in current principles of behavior in organizations

b.

Examples of organizational citizenship behaviors

c.

In-role performance standards

d.

CSR standards for individual performance

Feedback

The correct answer is: Examples of organizational citizenship behaviors

Question **33**

Not answered

Marked out of 1.00

Flag question

Question text

The structure of an organization is usually represented:

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Select one:
a.
in the job design.
b.
in the chain of command
c.
in the operational plan.
d.
in the tactical plan.
Feedback
The correct answer is: in the chain of command
Question **34**
Not answered
Marked out of 1.00
Flag question
Question text
OhmyNews is a popular newspaper that:
Select one:
a.
Is written by 60 citizen reporters
b.
Is written by 60,000 citizen reporters
c.
Is written by 600 citizen reporters
d.
Is written by 6 citizen reporters
Feedback
The correct answer is: Is written by 60,000 citizen reporters
Question **35**
Not answered
Marked out of 1.00
Flag question
Question text
Countries with low institutional collectivism emphasize individual achievement and rewards.
Select one:
True
False
Feedback
The correct answer is 'True'.
Question **36**
Not answered
Marked out of 1.00
Flag question
Question text
Monitor, disseminator, and spokesperson are the three decisional managerial roles in an organization.

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Select one:
True
False
Feedback
The correct answer is 'False'.

Question **37**
Not answered
Marked out of 1.00
Flag question
Question text
Strategy is a pattern of resource allocation choices and organizational arrangements that result from managerial decision making.
Select one:
True
False
Feedback
The correct answer is 'True'.

Question **38**
Not answered
Marked out of 1.00
Flag question
Question text
Strategy encourages actions that support the culture of the organization.
Select one:
True
False
Feedback
The correct answer is 'False'.

Question **39**
Not answered
Marked out of 1.00
Flag question
Question text
The supplies needed for nominal group technique includes all EXCEPT:
Select one:
a.
Flip chart
b.
Masking tape
c.
3x5 cards for each participant
d.
A computer
Feedback
The correct answer is: A computer

Question **40**
Not answered

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Marked out of 1.00
Flag question
Question text
Environmental scanning is the act of analyzing the critical external contingencies facing an organization in terms of:
Select one:
a.
economic conditions, employees capabilities, and stakeholders.
b.
economic conditions, competitors, and customers.
c.
competitors, and economic and financial capabilities.
d.
stakeholders, community conditions and customers.
Feedback
The correct answer is: economic conditions, competitors, and customers.

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BUS 1101 Graded Quiz Unit 6

Principles of Business Management (University of the People)

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Started on	Sunday, 9 October 2022, 10:33 AM
State	Finished
Completed on	Sunday, 9 October 2022, 11:02 AM
Time taken	29 mins 14 secs
Marks	19.00/20.00
Grade	**95.00** out of 100.00

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Question **1**

Correct

Mark 1.00 out of 1.00

Human resources management alignment means:

Select one:

- a. To integrate employees with goals, mission and vision
- b. To integrate HR with the culture of the organization
- c. To integrate decisions about people with decisions about the results of an organization ✔
- d. Integrate management and employee performance goals

The correct answer is: To integrate decisions about people with decisions about the results of an organization

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Question **2**

Incorrect

Mark 0.00 out of 1.00

The Starbucks mission statement describes guiding principles and the organization's:

Select one:

- a. Corporate structure
- b. Values
- c. Employee and customer focus
- d. Corporate social responsibility statement

The correct answer is: Values

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Question **3**

Correct

Mark 1.00 out of 1.00

Among the top motivators driving corporations to engage in CSR include all of the following reasons EXCEPT:

Select one:

- a. Meeting or exceeding budget ✔
- b. Ethical considerations
- c. Innovation and learning
- d. Employee motivation

The correct answer is: Meeting or exceeding budget

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Question **4**

Correct

Mark 1.00 out of 1.00

A Balanced Scorecard relies on which of the following processes to bind short-term activities to long-term activities?:

Select one:

- a. Communcating the vision
- b. Performance metrics
- c. Communicating and linking ✔
- d. Succession planning

The correct answer is: Communicating and linking

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Question **5**

Correct

Mark 1.00 out of 1.00

Goals and objectives serve to accomplish all of the following EXCEPT:

Select one:

- a. Gauge and report performance
- b. Improve performance
- c. Align effort
- d. Align goals with objectives ✔

The correct answer is: Align goals with objectives

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Question **6**

Correct

Mark 1.00 out of 1.00

Which of the following is NOT one of the areas you should think about when having your own performance reviewed:

Select one:

- a. Preparation for the review
- b. What to do if the review is negative
- c. What should you ultimately take away from the review
- d. Who should conduct the review ✔

The correct answer is: Who should conduct the review

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Question **7**

Correct

Mark 1.00 out of 1.00

Objectives typically include which of the following:

Select one:

- a. Be related directly to the values of the company
- b. Reflect in the strategic plan
- c. Be clear, concise, and understandable ✔
- d. Be stated in terms of the corporate mission

The correct answer is: Be clear, concise, and understandable

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Question **8**

Correct

Mark 1.00 out of 1.00

For a differentiation strategy to be effective, the product difference should NOT be based on:

Select one:

- a. Product design
- b. Method of distribution
- c. Price ✔
- d. Broad market group of consumers

The correct answer is: Price

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Question **9**

Correct

Mark 1.00 out of 1.00

How are shareholders affected by a firm's strategies?

Select one:

- a. Their wealth increases or decreases with firm's actions ✔
- b. Their interests increase or decrease with firm's actions
- c. Their participation increases or decreases with firm's actions
- d. Their decisions influence the firm's strategies.

The correct answer is: Their wealth increases or decreases with firm's actions

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Question **10**

Correct

Mark 1.00 out of 1.00

While there are different schools of thought about how strategy comes about, researchers generally agree the common characteristic across successful organizations is:

Select one:

- a. Strategy trade-off
- b. Strategic focus ✔
- c. Strategic process
- d. Strategy discipline

The correct answer is: Strategic focus

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Question **11**

Correct

Mark 1.00 out of 1.00

According to Mintzberg, the percent of intended strategy realized is:

Select one:

- a. Less than 10
- b. 10-30 ✔
- c. 30-50
- d. more than 50

The correct answer is: 10-30

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◄ Self-Quiz Unit 6 Jump to... Learning Guide Unit 7 ►

Question **12**

Correct

Mark 1.00 out of 1.00

Using Porter's analysis, firms are likely to generate higher profits if the industry includes which of the following?

Select one:

- a. Difficult to enter ✔
- b. Unlimited rivalry
- c. Buyers are strong
- d. There are many substitutes

The correct answer is: Difficult to enter

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Question **13**

Correct

Mark 1.00 out of 1.00

Strategy formulation answers the question:

Select one:

- a. How do we execute a chosen strategy?
- b. What should our strategy be? ✔
- c. Where does strategy fit in?
- d. How is strategy applied to me?

The correct answer is: What should our strategy be?

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Question **14**

Correct

Mark 1.00 out of 1.00

KPMG's 2008 Report on U.S. Firm CSR practices found the top drivers for CSR include which of the following?

Select one:

- a. Experience of CEO
- b. Nature of industry
- c. Innovation and learning ✔
- d. Transparency and accountability

The correct answer is: Innovation and learning

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Question **15**

Correct

Mark 1.00 out of 1.00

Controlling consists of the following steps EXCEPT:

Select one:

- a. Write a mission and vision statement ✔
- b. Establish performance standards
- c. Compare actual performance against standards
- d. Take corrective action

The correct answer is: Write a mission and vision statement

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Question **16**

Correct

Mark 1.00 out of 1.00

Experts from GreenBiz.com say the Balanced Scorecard opportunities are used in CSR because of all of the following EXCEPT:

Select one:

- a. The Balanced Scorecard is a recognized and established management tool
- b. The Balanced Scorecard is well positioned to support a knowledge-building effort to help organizations make their CSR values and visions a reality
- c. The Balanced Scorecard enables individuals to make daily decisions based upon values and metrics
- d. The Balanced Scorecard is a focused set of key financial indicators. ✔

The correct answer is: The Balanced Scorecard is a focused set of key financial indicators.

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Question **17**

Correct

Mark 1.00 out of 1.00

The performance plan will include a section that identifies all of the following EXCEPT:

Select one:

- a. Expectations of how employees deal with problems
- b. The reward or promotion objectives ✔
- c. How the employees interact with internal and external customers
- d. How proactive the employees are in respect to changing work

The correct answer is: The reward or promotion objectives

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Question **18**

Correct

Mark 1.00 out of 1.00

One MBO criticism is:

Select one:

- a. That it seemed disconnected from a firm's strategy ✔
- b. Linked employee goals to corporate goals
- c. Did not place managers into a rigid enough performance system
- d. Tied achievement to compensation and promotion

The correct answer is: That it seemed disconnected from a firm's strategy

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Question **19**

Correct

Mark 1.00 out of 1.00

All of the following describe Lateral EXCEPT:

Select one:

- a. Changing patterns and perceptions
- b. Not necessary for creativity but helpful ✔
- c. Draws on the right side of our brains
- d. About ideas that may not be obtainable by using only traditional step-by-step logic

The correct answer is: Not necessary for creativity but helpful

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Question **20**

Correct

Mark 1.00 out of 1.00

Firms that do the product leadership strategy well include which of the following factors:

Select one:

- a. Do not focus on innovation
- b. Have superb operations and execution
- c. Are in stagnant markets
- d. Focus on development, innovation, design, and time to market ✔

The correct answer is: Focus on development, innovation, design, and time to market

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BUS 1101 Practice EXAM

Principles of Business Management (University of the People)

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BUS 1101 PRACTICE EXAM

Question **1**
Not answered
Marked out of 1.00
Flag question
Question text
Having role ambiguity and experiencing conflicting role demands are related to higher job performance.
Select one:
True
False
Feedback
The correct answer is 'False'.

Question **2**
Not answered
Marked out of 1.00
Flag question
Question text
Stakeholder analysis may also enable managers to identify other parties that might support well-formulated strategies.
Select one:
True
False
Feedback
The correct answer is 'True'.

Question **3**
Not answered
Marked out of 1.00
Flag question
Question text
Mission and vision development are analogous to which step in the principles of management framework:
Select one:
a.
Planning
b.
Organizing
c.
Leading
d.
Controlling
Feedback
The correct answer is: Planning

Question **4**
Not answered
Marked out of 1.00

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Flag question

Question text

Strategy is the concept of how an organization will achieve its objectives; therefore strategic management is:

Select one:

a.
knowledge to help in the development and implementation of strategies.

b.
definitions to help in the development and implementation of good strategies.

c.
processes to help the organization in the development of strategies.

d.
the purpose of developing strategies in an organization.

Feedback

The correct answer is: knowledge to help in the development and implementation of strategies.

Question **5**

Not answered

Marked out of 1.00

Flag question

Question text

One-on-one communication in a virtual organization is preferable because it keeps everyone up to speed and promotes learning across the organization.

Select one:

True

False

Feedback

The correct answer is 'False'.

Question **6**

Not answered

Marked out of 1.00

Flag question

Question text

Triple bottom line refers to the measurement of economic, social, and organizational performance.

Select one:

True

False

Feedback

The correct answer is 'False'.

Question **7**

Not answered

Marked out of 1.00

Flag question

Question text

Decentralized companies give more authority to a higher-level employee, resulting in a sense of empowerment.

Select one:

True

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False

Feedback

The correct answer is 'False'.

Question **8**

Not answered

Marked out of 1.00

Flag question

Question text

Wikis let people contribute to a project anytime.

Select one:

True

False

Feedback

The correct answer is 'True'.

Question **9**

Not answered

Marked out of 1.00

Flag question

Question text

When engaging in job design or enrichment, a manager should consider:

Select one:

a.

Autonomy in relations to employee personality

b.

Freedom relative to employee personality

c.

Personality in relation to work behavior

d.

Personality in relation to job design

Feedback

The correct answer is: Personality in relation to work behavior

Question **10**

Not answered

Marked out of 1.00

Flag question

Question text

Firms rely on bottom-up innovation processes to communicate a strategy because of the following, EXCEPT

Select one:

a.

Communicating upward means that someone has championed the vision internally

b.

Top management sees the merits and feasibility of the strategy already

c.

Middle-level and division managers are empowered to take ownership and propose new strategies

d.

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Communicating upward means that the support of the people needed to implement the strategy is accomplished

Feedback

The correct answer is: Communicating upward means that the support of the people needed to implement the strategy is accomplished

Question **11**

Not answered

Marked out of 1.00

Flag question

Question text

Organizational design is used to match the form of the organization as closely as possible to the vision of the organization.

Select one:

True

False

Feedback

The correct answer is 'False'.

Question **12**

Not answered

Marked out of 1.00

Flag question

Question text

There are two decisional managerial roles in an organization.

Select one:

True

False

Feedback

The correct answer is 'False'.

Question **13**

Not answered

Marked out of 1.00

Flag question

Question text

Many companies that are not virtual use the principles of a virtual organization as:

Select one:

a.

A way to structure their ideas

b.

A way to structure the work of distributed teams

c.

A way to develop teams

d.

A way to develop new projects

Feedback

The correct answer is: A way to structure the work of distributed teams

Question **14**

Not answered

Marked out of 1.00

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Flag question
Question text
The degree to which a stakeholder is affected by a firm's decisions is sometimes correlated with their power and influence over the decision.
Select one:
True
False
Feedback
The correct answer is 'True'.
Question **15**
Not answered
Marked out of 1.00
Flag question
Question text
Superiority in competitive advantage refers to all of the following factors EXCEPT:
Select one:
a.
Low cost
b.
Customer service
c.
Product quality
d.
Unique style
Feedback
The correct answer is: Low cost
Question **16**
Not answered
Marked out of 1.00
Flag question
Question text
When a scorecard is disseminated, strategy becomes a tool specifically for top management.
Select one:
True
False
Feedback
The correct answer is 'False'.
Question **17**
Not answered
Marked out of 1.00
Flag question
Question text
The three informational roles assumed by a manager are primarily concerned with providing information outside the organization.
Select one:
True
False
Feedback

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The correct answer is 'False'.

Question **18**
Not answered
Marked out of 1.00
Flag question
Question text
The use of online social networking principles can open the door to outside collaborations.
Select one:
True
False
Feedback
The correct answer is 'True'.

Question **19**
Not answered
Marked out of 1.00
Flag question
Question text
Leaders are instrumental in creating and changing an organization’s culture.
Select one:
True
False
Feedback
The correct answer is 'True'.

Question **20**
Not answered
Marked out of 1.00
Flag question
Question text
Effective controlling requires the existence of plans,
Select one:
a.
since planning provides the necessary performance standards or objectives.
b.
since understanding the mission of the organization requires strategic plan.
c.
since control techniques are budget and performance audits.
d.
since managers must show compliance with company policies.
Feedback
The correct answer is: since planning provides the necessary performance standards or objectives.

Question **21**
Not answered
Marked out of 1.00
Flag question
Question text
Customers, employees, and investors are the stakeholders most often emphasized in the mission statements.

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Select one:
True
False
Feedback
The correct answer is 'True'.

Question **22**
Not answered
Marked out of 1.00
Flag question
Question text
Industry characteristics and demands act as a force to create similarities among organizational cultures.
Select one:
True
False
Feedback
The correct answer is 'True'.

Question **23**
Not answered
Marked out of 1.00
Flag question
Question text
Which one of the following Big Five personality traits is also referred to as “negative affect”?
Select one:
a.
Openness
b.
Neuroticism
c.
Conscientiousness
d.
Agreeableness
Feedback
The correct answer is: Neuroticism

Question **24**
Not answered
Marked out of 1.00
Flag question
Question text
The manager should be directed and controlled by the objectives of performance rather than by his/her boss.
Select one:
True
False
Feedback
The correct answer is 'True'.

Question **25**
Not answered

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Marked out of 1.00
Flag question
Question text
The supplies needed for nominal group technique includes all EXCEPT:
Select one:
a.
Flip chart
b.
Masking tape
c.
3x5 cards for each participant
d.
A computer
Feedback
The correct answer is: A computer

Question **26**
Not answered
Marked out of 1.00
Flag question
Question text
Strategy is a pattern of resource allocation choices and organizational arrangements that result from managerial decision making.
Select one:
True
False
Feedback
The correct answer is 'True'.

Question **27**
Not answered
Marked out of 1.00
Flag question
Question text
Why are employees today in the transportation and shipping industry required to know advanced math?
Select one:
a.
They’re called upon to do mathematical models of networks
b.
They’re called upon to figure out warehousing
c.
They’re called upon to deliver products to other countries
d.
They’re no longer called knuckle-dragging box pushers
Feedback
The correct answer is: They’re called upon to do mathematical models of networks

Question **28**
Not answered
Marked out of 1.00

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Flag question
Question text
Strategy formulation is essentially the aim of the organizing, leading, and controlling components of the POLC framework.
Select one:
True
False
Feedback
The correct answer is 'False'.

Question **29**
Not answered
Marked out of 1.00
Flag question
Question text
How did Netflix use social networking principles to improve efficiency?
Select one:
a.
Netflix improved algorithms that match movie lovers to titles they enjoy
b.
Netflix matched individual employees to customers
c.
Netflix hired inventors from outside the company
d.
Netflix offered rewards for the best ideas in improving efficiency
Feedback
The correct answer is: Netflix improved algorithms that match movie lovers to titles they enjoy

Question **30**
Not answered
Marked out of 1.00
Flag question
Question text
Cost leadership is a low-cost, broad-based market strategy.
Select one:
True
False
Feedback
The correct answer is 'True'.

Question **31**
Not answered
Marked out of 1.00
Flag question
Question text
How we perceive others will shape our behavior, which in turn:
Select one:
a.
Will shape the behavior of the person we are interacting with
b.
Will lead to undue success or failure

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c.
May lead to wrong inferences about objects in our environment
d.
Will lead to generalizations
Feedback
The correct answer is: Will shape the behavior of the person we are interacting with

Question **32**
Not answered
Marked out of 1.00
Flag question
Question text
A mission statement does not provide insights into the company culture.
Select one:
True
False
Feedback
The correct answer is 'False'.

Question **33**
Not answered
Marked out of 1.00
Flag question
Question text
Research indicates that flat organizations provide greater need satisfaction for employees, and greater levels of self-actualization.
Select one:
True
False
Feedback
The correct answer is 'True'.

Question **34**
Not answered
Marked out of 1.00
Flag question
Question text
Tactical planning in an organization is usually an intermediate-range plan designed to develop specific means to implement the strategic plan.
Select one:
True
False
Feedback
The correct answer is 'True'.

Question **35**
Not answered
Marked out of 1.00
Flag question
Question text
The content of the mission and vision statements process is analogous to which step in the principles of management framework:

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Select one:
a.
Planning
b.
Organizing
c.
Leading
d.
Controlling
Feedback
The correct answer is: Organizing

Question **36**
Not answered
Marked out of 1.00
Flag question
Question text
Human resources management alignment means:
Select one:
a.
To integrate employees with goals, mission and vision
b.
To integrate HR with the culture of the organization
c.
To integrate decisions about people with decisions about the results of an organization
d.
Integrate management and employee performance goals
Feedback
The correct answer is: To integrate decisions about people with decisions about the results of an organization

Question **37**
Not answered
Marked out of 1.00
Flag question
Question text
Historic financial goals and objectives, even though financial outcomes are wide ranging in scope, are also purely historic.
Select one:
True
False
Feedback
The correct answer is 'False'.

Question **38**
Not answered
Marked out of 1.00
Flag question
Question text
Companies may deal with work/balance reasons for absences by giving employees all of the following EXCEPT:

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Select one:
a.
More flexibility in work hours
b.
More training programs to improve time management
c.
Getting rid of sick leave altogether
d.
Have a singe paid time off policy
Feedback
The correct answer is: More training programs to improve time management

Question **39**
Not answered
Marked out of 1.00
Flag question
Question text
In jobs with high complexity, it is not critical to have high “g”.
Select one:
True
False
Feedback
The correct answer is 'False'.

Question **40**
Not answered
Marked out of 1.00
Flag question
Question text
Firms with clearly communicated, widely understood and collectively shared mission and vision have been shown:
Select one:
a.
To create and advance technology
b.
Embrace diversity
c.
Perform better than those without them
d.
Employ a smarter workforce
Feedback
The correct answer is: Perform better than those without them

Question **41**
Not answered
Marked out of 1.00
Flag question
Question text
Leaders are instrumental in creating and changing an organization’s culture.
Select one:
True

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False
Feedback
The correct answer is 'True'.

Question **42**
Not answered
Marked out of 1.00
Flag question
Question text
Centralization refers to decision-making by:
Select one:
a.
Management
b.
Employee
c.
Management and employee
d.
Team of managers
Feedback
The correct answer is: Management

Question **43**
Not answered
Marked out of 1.00
Flag question
Question text
Organizational culture will act as a self-defending organism where intrusive elements are kept out.
Select one:
True
False
Feedback
The correct answer is 'True'.

Question **44**
Not answered
Marked out of 1.00
Flag question
Question text
The values and assumptions that shape the organization’s culture can be uncovered by observing all of the following EXCEPT:
Select one:
a.
How employees interact
b.
Employee beliefs and perceptions regarding what is right and appropriate behavior
c.
The choice employees make
d.
The stakeholders involved in the organization

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Feedback
The correct answer is: The stakeholders involved in the organization

Question **45**
Not answered
Marked out of 1.00
Flag question
Question text
The major diversification strategy through which products are produced that are technically similar to the company's current products but appeal to a new consumer group is:
Select one:
a.
Concentric diversification
b.
Hierarchical diversification
c.
Conglomerate diversification
d.
Horizontal diversification
Feedback
The correct answer is: Concentric diversification

Question **46**
Not answered
Marked out of 1.00
Flag question
Question text
The monitoring step of the mission and vision statements development process is analogous to which step of the principles of management framework?
Select one:
a.
Planning
b.
Organizing
c.
Leading
d.
Controlling
Feedback
The correct answer is: Controlling

Question **47**
Not answered
Marked out of 1.00
Flag question
Question text
Organizational design decisions are made about:
Select one:
a.
the structure of an organization.
b.

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the strategies of an organization.
c.
the environment of an organization.
d.
the various roles in an organization.
Feedback
The correct answer is: the structure of an organization.

Question **48**
Not answered
Marked out of 1.00
Flag question
Question text
Southwest Airlines prides itself for hiring employees based on specific job-related skills, rather than on personality and attitude.
Select one:
True
False
Feedback
The correct answer is 'False'.

Question **49**
Not answered
Marked out of 1.00
Flag question
Question text
Teams that experience unforeseen changes in their tasks do well if they are populated with people high in:
Select one:
a.
Conscientiousness
b.
Agreeableness
c.
Originality
d.
Openness
Feedback
The correct answer is: Openness

Question **50**
Not answered
Marked out of 1.00
Flag question
Question text
Success and progress in achieving goals and objectives will be indicated by how well the vision and mission are achieved.
Select one:
True
False
Feedback

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The correct answer is 'False'.

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BUS 1101 Self-Graded Quiz Unit 1

Principles of Business Management (University of the People)

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1.) Teamwork is a common theme of organizational citizenship behavior. False

2.) Decisions made about the structure of an organization are generally referred to as operational planning decisions. False

3.) Strategy is the concept of how an organization will achieve its objectives; therefore strategic management is: a. knowledge to help in the development and implementation of strategies.

4.) There are two decisional managerial roles in an organization. b. False

Monitor, disseminator, and spokesperson are the three decisional managerial roles in an organization.

5.) Environmental scanning is the act of analyzing the critical external contingencies facing an organization in terms of: b. economic conditions, competitors, and customers.

6.) Organizational design decisions are made about: a. the structure of an organization.

7.) The purpose of assembling a team is: b. To accomplish bigger goals than any that would be possible for the individual working alone

8.) Monitor, disseminator, and spokesperson are the three decisional managerial roles in an organization. a.) True

9.) The structure of an organization is usually represented: b. in the chain of command

10.) Two companies well known for their strong CSR orientations are: c. Ben & Jerry's and S.C. Johnson

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BUS 1101 - Unit 3 Graded Quiz

Principles of Business Management (University of the People)

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A difference between management and leadership can be defined in the following way

management is getting things done, and leadership is inspiring action taken by others

Allowing individuals to work on their own, with little supervision is called:

empowerment

At work, two job attitudes that have the greatest potential to influence how we behave are:

Job satisfaction and job commitment

A way to test ideas in small steps is:

Experimentation

Believing that women are more cooperative than men, or men are more assertive than women, are examples of:

Stereotyping

Company structures which are hierarchical and decisions are made only by top managers represent

High on power distance dimensions

Environmental scanning is a

Planning process

Exit interviews are often conducted by:

Human resources representative

Focusing on some aspects of the environment and ignoring other elements is called

Selective attention

Managers are responsible for getting activities completed efficiently and achieving the firm's goals by utilizing:

Human, financial, and material resources

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Organizational citizenship behaviors can be understood as:

individual behaviors that are beneficial to the organization and not recognized by the formal reward system

People in high-power distance societies expect

Unequal power distribution and greater stratification

People in societies where uncertainty avoidance is high want:

Want strict rules, laws and policies

Personality is a modest predictor of actual job performance, but a much better predictor of

Citizenship behaviors

Rather than to actual behaviors, attitudes are more strongly related to:

Intentions

Selective perception is particularly important during the:

Planning process

Some companies maintain a physical presence on Facebook because

It allows consumers to chime in about their passions

Someone who works at Procter & Gamble who is responsible for the production, marketing, and profitability of the Tide detergent product line is called a:

line manager.

Tactical planning is designed to develop:

specific action steps to implement the strategic plan.

The best trait that predicts a person's work performance is:

Conscientiousness

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The difference between group and team is:

A collection of people is a group and not necessarily a team

The GLOBE project describes a project that includes all EXCEPT

Proposed and validated a theory of relationship between culture and government

The interests of one person should never take precedence over what is best for the company as a whole= is an explanation of which of Fayol's principles of management

Subordination of individual interest

The penetration of mobile phones is changing the way we do business because:

People are more connected and able to share more information

The principles of management are drawn from a number of academic fields, principally the fields of:

leadership, entrepreneurship, and strategy.

Three different types of planning used in the function of management are:

strategic, tactical, and operational,

Tom Peters referred to "master paradox" as:

Developing a level of comfort with complexity and ambiguity

Triple bottom line refers to the measurement of business performance along:

social, economic and environmental dimensions.

Virtual companies present special leadership challenges because:

It's essential for leaders to keep people informed of what they are supposed to be doing and what other arms of the organization are doing

Why should managers understand how visual perception may be biased?

Managers rely on their visual perception to form their opinions about people and objects around them.

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Bus graded quiz unit 3

Principles of Business Management (University of the People)

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Question 1

Correct

Mark 1.00 out of 1.00

Flag question

Question text

A way to test ideas in small steps is:

Select one:

a.

Experimentation

b.

Learning from past experience

c.

Learning from others

d.

Transferring knowledge

Feedback

The correct answer is: Experimentation

Question 2

Correct

Mark 1.00 out of 1.00

Flag question

Question text

Exit interviews are often conducted by:

Select one:

a.

Employee manager

b.

Human resources representative

c.

Outside consultants

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d.

Top management

Feedback

The correct answer is: Human resources representative

Question 3

Correct

Mark 1.00 out of 1.00

Flag question

Question text

Organizational citizenship behaviors can be understood as:

Select one:

a.

individual behaviors that are beneficial to the organization and not recognized by the formal reward system.

b.

individual behaviors that are beneficial to the organization and are recognized by the formal reward system.

c.

group behaviors that are beneficial to the organization and are recognized by the formal reward system.

d.

group behaviors that are beneficial to the organization and are not recognized by the formal reward system.

Feedback

The correct answer is: individual behaviors that are beneficial to the organization and not recognized by the formal reward system.

Question 4

Correct

Mark 1.00 out of 1.00

Flag question

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Question text

Believing that women are more cooperative than men, or men are more assertive than women, are examples of:

Select one:

a.

Categorizing

b.

Stereotyping

c.

Biasing

d.

Reality check

Feedback

The correct answer is: Stereotyping

Question 5

Correct

Mark 1.00 out of 1.00

Flag question

Question text

Managers are responsible for getting activities completed efficiently and achieving the firm’s goals by utilizing:

Select one:

a.

Human, financial, and material resources

b.

Information, human, and service resources

c.

Human resources, organizational competitiveness, and organizational goals

d.

Financial resources, top management, and organizational goals.

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Feedback

The correct answer is: Human, financial, and material resources

Question 6

Correct

Mark 1.00 out of 1.00

Flag question

Question text

The penetration of mobile phones is changing the way we do business because:

Select one:

a.

The cost of phones is low

b.

Increasing sophistication of phones

c.

We can send text instead of voice

d.

People are more connected and able to share more information

Feedback

The correct answer is: People are more connected and able to share more information

Question 7

Correct

Mark 1.00 out of 1.00

Flag question

Question text

Three different types of planning used in the function of management are:

Select one:

a.

strategic, tactical, and operational,

b.

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strategic, organizational design, and job design.

c.

job design, job enrichment, and teamwork.

d.

strategic, organizational design, and operational.

Feedback

The correct answer is: strategic, tactical, and operational,

Question 8

Correct

Mark 1.00 out of 1.00

Flag question

Question text

Tom Peters referred to “master paradox” as:

Select one:

a.

Developing a level of comfort with complexity and ambiguity

b.

Bias for action

c.

Stick to the knitting

d.

Hands on value driven

Feedback

The correct answer is: Developing a level of comfort with complexity and ambiguity

Question 9

Correct

Mark 1.00 out of 1.00

Flag question

Question text

The GLOBE project describes a project that includes all EXCEPT:

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Select one:

a.

Included more than 150 researches working together

b.

Collected attributes from over 17,000 managers

c.

Collected data in 62 societal cultures

d.

Proposed and validated a theory of relationship between culture and government

Feedback

The correct answer is: Proposed and validated a theory of relationship between culture and government

Question 10

Correct

Mark 1.00 out of 1.00

Flag question

Question text

Environmental scanning is a:

Select one:

a.

Planning process

b.

Organizing process

c.

Leading process

d.

Controlling process

Feedback

The correct answer is: Planning process

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Question 11

Correct

Mark 1.00 out of 1.00

Flag question

Question text

Some companies maintain a physical presence on Facebook because:

Select one:

a.

Everyone else does

b.

It allows consumers to chime in about their passions

c.

Their employees insist the organizations have a presence on Facebook

d.

Their regular marketing needs are not met

Feedback

The correct answer is: It allows consumers to chime in about their passions

Question 12

Correct

Mark 1.00 out of 1.00

Flag question

Question text

The best trait that predicts a person’s work performance is:

Select one:

a.

Openness

b.

Conscientiousness

c.

Agreeableness

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d.

Neuroticism

Feedback

The correct answer is: Conscientiousness

Question 13

Correct

Mark 1.00 out of 1.00

Flag question

Question text

Allowing individuals to work on their own, with little supervision is called:

Select one:

a.

empowerment.

b.

management.

c.

leadership.

d.

strategic management.

Feedback

The correct answer is: empowerment.

Question 14

Correct

Mark 1.00 out of 1.00

Flag question

Question text

At work, two job attitudes that have the greatest potential to influence how we behave are:

Select one:

a.

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Perception and bias

b.

Self perception and self efficacy

c.

Job satisfaction and job commitment

d.

Job satisfaction and self esteem

Feedback

The correct answer is: Job satisfaction and job commitment

Question 15

Correct

Mark 1.00 out of 1.00

Flag question

Question text

Triple bottom line refers to the measurement of business performance along:

Select one:

a.

social, economic and organizational dimensions.

b.

social, economic and environmental dimensions.

c.

economic, organizational, and human performance dimensions.

d.

environmental, organizational and corporate responsibility.

Feedback

The correct answer is: social, economic and environmental dimensions.

Question 16

Correct

Mark 1.00 out of 1.00

Flag question

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Question text

People in high-power distance societies expect:

Select one:

a.

Cooperative interaction across power levels

b.

Equality

c.

Opportunity for everyone

d.

Unequal power distribution and greater stratification

Feedback

The correct answer is: Unequal power distribution and greater stratification

Question 17

Correct

Mark 1.00 out of 1.00

Flag question

Question text

People in societies where uncertainty avoidance is high want:

Select one:

a.

Are less rule-oriented

b.

Tolerate a variety of opinions

c.

Are open to change and taking risks

d.

Want strict rules, laws and policies

Feedback

The correct answer is: Want strict rules, laws and policies

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Question 18

Correct

Mark 1.00 out of 1.00

Flag question

Question text

Rather than to actual behaviors, attitudes are more strongly related to:

Select one:

a.

Intentions

b.

Values

c.

Psychology

d.

Stress

Feedback

The correct answer is: Intentions

Question 19

Correct

Mark 1.00 out of 1.00

Flag question

Question text

The difference between group and team is:

Select one:

a.

A collection of people is a group and not necessarily a team

b.

Complementary skills are found in a group but not a team

c.

The aim and purpose of a group is to perform in the workplace

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d.

Groups are defined by their relatively small size.

Feedback

The correct answer is: A collection of people is a group and not necessarily a team

Question 20

Correct

Mark 1.00 out of 1.00

Flag question

Question text

Tactical planning is designed to develop:

Select one:

a.

specific action steps that support the strategic plan.

b.

specific action steps to develop the strategic plan.

c.

specific action steps to implement the strategic plan.

d.

the organization’s mission and objectives for the strategic plan.

Feedback

The correct answer is: specific action steps to implement the strategic plan.

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Graded Quiz Unit 3 Attempt review

Principles of Business Management (University of the People)

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Started on	Tuesday, 30 November 2021, 3:22 PM
State	Finished
Completed on	Tuesday, 30 November 2021, 3:37 PM
Time taken	15 mins 14 secs
Marks	20.00/20.00
Grade	**100.00** out of 100.00

Question **1**

Correct

Mark 1.00 out of 1.00

Tactical planning is designed to develop:

Select one:

a. specific action steps that support the strategic plan.

b. specific action steps to develop the strategic plan.

c. specific action steps to implement the strategic plan. ✔

d. the organization's mission and objectives for the strategic plan.

The correct answer is: specific action steps to implement the strategic plan.

Question **2**

Correct

Mark 1.00 out of 1.00

At work, two job attitudes that have the greatest potential to influence how we behave are:

Select one:

a. Perception and bias

b. Self perception and self efficacy

c. Job satisfaction and job commitment ✔

d. Job satisfaction and self esteem

The correct answer is: Job satisfaction and job commitment

Question **3**

Correct

Mark 1.00 out of 1.00

Someone who works at Procter & Gamble who is responsible for the production, marketing, and profitability of the Tide detergent product line is called a:

Select one:

a. department manager.

b. line manager. ✔

c. team manager.

d. supervisory manager.

The correct answer is: line manager.

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Question **4**

Correct

Mark 1.00 out of 1.00

The principles of management are drawn from a number of academic fields, principally the fields of:

Select one:

- a. leadership, management and communication.
- b. leadership, entrepreneurship, and strategy. ✔
- c. leadership, psychology, and management.
- d. management, psychology and strategy.

The correct answer is: leadership, entrepreneurship, and strategy.

Question **5**

Correct

Mark 1.00 out of 1.00

Believing that women are more cooperative than men, or men are more assertive than women, are examples of:

Select one:

- a. Categorizing
- b. Stereotyping ✔
- c. Biasing
- d. Reality check

The correct answer is: Stereotyping

Question **6**

Correct

Mark 1.00 out of 1.00

A way to test ideas in small steps is:

Select one:

- a. Experimentation ✔
- b. Learning from past experience
- c. Learning from others
- d. Transferring knowledge

The correct answer is: Experimentation

Question **7**

Correct

Mark 1.00 out of 1.00

The difference between group and team is:

Select one:

- a. A collection of people is a group and not necessarily a team ✔
- b. Complementary skills are found in a group but not a team
- c. The aim and purpose of a group is to perform in the workplace
- d. Groups are defined by their relatively small size.

The correct answer is: A collection of people is a group and not necessarily a team

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Question **8**

Correct

Mark 1.00 out of 1.00

"The interests of one person should never take precedence over what is best for the company as a whole" is an explanation of which of Fayol's principles of management:

Select one:

- a. Unity of command
- b. Unity of direction
- c. Subordination of individual interest ✔
- d. Discipline

The correct answer is: Subordination of individual interest

Question **9**

Correct

Mark 1.00 out of 1.00

Personality is a modest predictor of actual job performance, but a much better predictor of:

Select one:

- a. High quality relationships
- b. "g"
- c. Citizenship behaviors ✔
- d. Job quantity

The correct answer is: Citizenship behaviors

Question **10**

Correct

Mark 1.00 out of 1.00

Some companies maintain a physical presence on Facebook because:

Select one:

- a. Everyone else does
- b. It allows consumers to chime in about their passions ✔
- c. Their employees insist the organizations have a presence on Facebook
- d. Their regular marketing needs are not met

The correct answer is: It allows consumers to chime in about their passions

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Question **11**

Correct

Mark 1.00 out of 1.00

A difference between management and leadership can be defined in the following way:

Select one:

- a. management is human capital, and leadership is directing staff;
- b. management is getting things done, and leadership is deciding what needs to be done;
- c. management is getting things done, and leadership is inspiring action taken by others, ✔
- d. management is a position of authority or power, and leadership is inspiring action taken by others.

The correct answer is: management is getting things done, and leadership is inspiring action taken by others,

Question **12**

Correct

Mark 1.00 out of 1.00

Three different types of planning used in the function of management are:

Select one:

- a. strategic, tactical, and operational, ✔
- b. strategic, organizational design, and job design.
- c. job design, job enrichment, and teamwork.
- d. strategic, organizational design, and operational.

The correct answer is: strategic, tactical, and operational,

Question **13**

Correct

Mark 1.00 out of 1.00

People in societies where uncertainty avoidance is high want:

Select one:

- a. Are less rule-oriented
- b. Tolerate a variety of opinions
- c. Are open to change and taking risks
- d. Want strict rules, laws and policies ✔

The correct answer is: Want strict rules, laws and policies

Question **14**

Correct

Mark 1.00 out of 1.00

The penetration of mobile phones is changing the way we do business because:

Select one:

- a. The cost of phones is low
- b. Increasing sophistication of phones
- c. We can send text instead of voice
- d. People are more connected and able to share more information ✔

The correct answer is: People are more connected and able to share more information

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Question **15**

Correct

Mark 1.00 out of 1.00

The GLOBE project describes a project that includes all EXCEPT:

Select one:

- a. Included more than 150 researches working together
- b. Collected attributes from over 17,000 managers
- c. Collected data in 62 societal cultures
- d. Proposed and validated a theory of relationship between culture and government ✔

The correct answer is: Proposed and validated a theory of relationship between culture and government

Question **16**

Correct

Mark 1.00 out of 1.00

Environmental scanning is a:

Select one:

- a. Planning process ✔
- b. Organizing process
- c. Leading process
- d. Controlling process

The correct answer is: Planning process

Question **17**

Correct

Mark 1.00 out of 1.00

Exit interviews are often conducted by:

Select one:

- a. Employee manager
- b. Human resources representative ✔
- c. Outside consultants
- d. Top management

The correct answer is: Human resources representative

Question **18**

Correct

Mark 1.00 out of 1.00

Company structures which are hierarchical and decisions are made only by top managers represent:

Select one:

- a. High on power distance dimensions ✔
- b. Low on power distance dimensions
- c. High on institutional collectivism
- d. Low on institutional collectivism

The correct answer is: High on power distance dimensions

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Question **19**

Correct

Mark 1.00 out of 1.00

Rather than to actual behaviors, attitudes are more strongly related to:

Select one:

- a. Intentions ✔
- b. Values
- c. Psychology
- d. Stress

The correct answer is: Intentions

Question **20**

Correct

Mark 1.00 out of 1.00

Allowing individuals to work on their own, with little supervision is called:

Select one:

- a. empowerment. ✔
- b. management.
- c. leadership.
- d. strategic management.

The correct answer is: empowerment.

◄ Self-Quiz Unit 3

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Graded QUIZ UNIT 3 (BUS 1101)

Principles of Business Management (University of the People)

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GRADED QUIZ UNIT 3

BUS 1101 Principles of Business Management

Believing that women are more cooperative than men, or men are more assertive than women, are examples of:

Select one:

a.
Categorizing

b.
Stereotyping

c.
Biasing

d.
Reality check

Feedback
The correct answer is: Stereotyping

Focusing on some aspects of the environment and ignoring other elements is called:

Select one:

a.
Optical illusion

b.
Selective attention

c.
Visual perception

d.
Bias in perception

Feedback
The correct answer is: Selective attention

Why should managers understand how visual perception may be biased?

Select one:

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a.
Managers have a tendency to compare and contrast objects and people to each other.

b.
Managers are prone to errors and biases when perceiving themselves.

c.
Managers rely on their visual perception to form their opinions about people and objects around them.

d.
Bias in visual perception tends to interfere with customers' purchasing decisions.

Feedback
The correct answer is: Managers rely on their visual perception to form their opinions about people and objects around them.

Virtual companies present special leadership challenges because:

Select one:

a.
Emails, wikis and web meetings require special technological know how

b.
Employees are located in the same city but just not at one location

c.
Communication is not the most important aspect of the organization

d.
It’s essential for leaders to keep people informed of what they are supposed to be doing and what other arms of the organization are doing.

Feedback
The correct answer is: It’s essential for leaders to keep people informed of what they are supposed to be doing and what other arms of the organization are doing.

The best trait that predicts a person’s work performance is:

Select one:

a.
Openness

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b.
Conscientiousness

c.
Agreeableness

d.
Neuroticism

Feedback
The correct answer is: Conscientiousness

A difference between management and leadership can be defined in the following way:

Select one:

a.
management is human capital, and leadership is directing staff;

b.
management is getting things done, and leadership is deciding what needs to be done;

c.
management is getting things done, and leadership is inspiring action taken by others,

d.
management is a position of authority or power, and leadership is inspiring action taken by others.

Feedback
The correct answer is: management is getting things done, and leadership is inspiring action taken by others,

Someone who works at Procter & Gamble who is responsible for the production, marketing, and profitability of the Tide detergent product line is called a:

Select one:

a.
department manager.

b.

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line manager.

c.
team manager.

d.
supervisory manager.

Feedback
The correct answer is: line manager.

Managers are responsible for getting activities completed efficiently and achieving the firm’s goals by utilizing:

Select one:

a.
Human, financial, and material resources

b.
Information, human, and service resources

c.
Human resources, organizational competitiveness, and organizational goals

d.
Financial resources, top management, and organizational goals.

Feedback
The correct answer is: Human, financial, and material resources

People in high-power distance societies expect:

Select one:

a.
Cooperative interaction across power levels

b.
Equality

c.
Opportunity for everyone

d.
Unequal power distribution and greater stratification

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Feedback
The correct answer is: Unequal power distribution and greater stratification

Tom Peters referred to “master paradox” as:

Select one:

a.
Developing a level of comfort with complexity and ambiguity

b.
Bias for action

c.
Stick to the knitting

d.
Hands on value driven

Feedback
The correct answer is: Developing a level of comfort with complexity and ambiguity

The principles of management are drawn from a number of academic fields, principally the fields of:

Select one:

a.
leadership, management and communication.

b.
leadership, entrepreneurship, and strategy.

c.
leadership, psychology, and management.

d.
management, psychology and strategy.

Feedback
The correct answer is: leadership, entrepreneurship, and strategy.

Exit interviews are often conducted by:

Select one:

a.

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Employee manager

b.
Human resources representative

c.
Outside consultants

d.
Top management

Feedback
The correct answer is: Human resources representative

Company structures which are hierarchical and decisions are made only by top managers represent:

Select one:

a.
High on power distance dimensions

b.
Low on power distance dimensions

c.
High on institutional collectivism

d.
Low on institutional collectivism

Feedback
The correct answer is: High on power distance dimensions

At work, two job attitudes that have the greatest potential to influence how we behave are:

Select one:

a.
Perception and bias

b.
Self perception and self efficacy

c.

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Job satisfaction and job commitment

d.
Job satisfaction and self esteem

Feedback
The correct answer is: Job satisfaction and job commitment

Tactical planning is designed to develop:

Select one:

a.
specific action steps that support the strategic plan.

b.
specific action steps to develop the strategic plan.

c.
specific action steps to implement the strategic plan.

d.
the organization’s mission and objectives for the strategic plan.

Feedback
The correct answer is: specific action steps to implement the strategic plan.

“The interests of one person should never take precedence over what is best for the company as a whole” is an explanation of which of Fayol’s principles of management:

Select one:

a.
Unity of command

b.
Unity of direction

c.
Subordination of individual interest

d.
Discipline

Feedback
The correct answer is: Subordination of individual interest

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Environmental scanning is a:

Select one:

a.
Planning process

b.
Organizing process

c.
Leading process

d.
Controlling process

Feedback
The correct answer is: Planning process

Selective perception is particularly important during the:

Select one:

a.
Planning process

b.
Organizing process

c.
Controlling process

d.
Leading process

Feedback
The correct answer is: Planning process

Personality is a modest predictor of actual job performance, but a much better predictor of:

Select one:

a.
High quality relationships

b.

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“g”

c.
Citizenship behaviors

d.
Job quantity

Feedback
The correct answer is: Citizenship behaviors

Some companies maintain a physical presence on Facebook because:

Select one:

a.
Everyone else does

b.
It allows consumers to chime in about their passions

c.
Their employees insist the organizations have a presence on Facebook

d.
Their regular marketing needs are not met

Feedback
The correct answer is: It allows consumers to chime in about their passions

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BUS 1101-01 Principles of Business Management Graded Quiz Unit 3

Introduction to Business (University of the People)

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BUS 1101-01 Principles of Business Management Graded Quiz Unit 3

Believing that women are more cooperative than men, or men are more assertive than women, are examples of:
Select one:

a.
Categorizing

b.
Stereotyping

c.
Biasing

d.
Reality check

Feedback

The correct answer is: Stereotyping

Question 2

Correct
Mark 1.00 out of 1.00
Flag question

Question text

Why should managers understand how visual perception may be biased?
Select one:

a.
Managers have a tendency to compare and contrast objects and people to each other.

b.
Managers are prone to errors and biases when perceiving themselves.

c.
Managers rely on their visual perception to form their opinions about people and objects around them.

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d.
Bias in visual perception tends to interfere with customers' purchasing decisions.

Feedback

The correct answer is: Managers rely on their visual perception to form their opinions about people and objects around them.

Question 3

Correct
Mark 1.00 out of 1.00
Flag question

Question text

The difference between group and team is:
Select one:

a.
A collection of people is a group and not necessarily a team

b.
Complementary skills are found in a group but not a team

c.
The aim and purpose of a group is to perform in the workplace

d.
Groups are defined by their relatively small size.

Feedback

The correct answer is: A collection of people is a group and not necessarily a team

Question 4

Incorrect
Mark 0.00 out of 1.00
Flag question

Question text

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Tactical planning is designed to develop:
Select one:

a.
specific action steps that support the strategic plan.

b.
specific action steps to develop the strategic plan.

c.
specific action steps to implement the strategic plan.

d.
the organization's mission and objectives for the strategic plan.

Feedback

The correct answer is: specific action steps to implement the strategic plan.

Question 5

Correct
Mark 1.00 out of 1.00
Flag question

Question text

Some companies maintain a physical presence on Facebook because:
Select one:

a.
Everyone else does

b.
It allows consumers to chime in about their passions

c.
Their employees insist the organizations have a presence on Facebook

d.
Their regular marketing needs are not met

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Feedback

The correct answer is: It allows consumers to chime in about their passions

Question 6

Correct
Mark 1.00 out of 1.00
Flag question

Question text

Three different types of planning used in the function of management are:
Select one:

a.
strategic, tactical, and operational,

b.
strategic, organizational design, and job design.

c.
job design, job enrichment, and teamwork.

d.
strategic, organizational design, and operational.

Feedback

The correct answer is: strategic, tactical, and operational,

Question 7

Correct
Mark 1.00 out of 1.00
Flag question

Question text

Tom Peters referred to “master paradox” as:
Select one:

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a.
Developing a level of comfort with complexity and ambiguity

b.
Bias for action

c.
Stick to the knitting

d.
Hands on value driven

Feedback

The correct answer is: Developing a level of comfort with complexity and ambiguity

Question 8

Correct
Mark 1.00 out of 1.00
Flag question

Question text

The best trait that predicts a person's work performance is:
Select one:

a.
Openness

b.
Conscientiousness

c.
Agreeableness

d.
Neuroticism

Feedback

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The correct answer is: Conscientiousness

Question 9

Correct
Mark 1.00 out of 1.00
Flag question

Question text

A way to test ideas in small steps is:
Select one:

a.
Experimentation

b.
Learning from past experience

c.
Learning from others

d.
Transferring knowledge

Feedback

The correct answer is: Experimentation

Question 10

Correct
Mark 1.00 out of 1.00
Flag question

Question text

A difference between management and leadership can be defined in the following way:
Select one:

a.

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management is human capital, and leadership is directing staff;

b.
management is getting things done, and leadership is deciding what needs to be done;

c.
management is getting things done, and leadership is inspiring action taken by others,

d.
management is a position of authority or power, and leadership is inspiring action taken by others.

Feedback

The correct answer is: management is getting things done, and leadership is inspiring action taken by others,

Question 11

Correct
Mark 1.00 out of 1.00
Flag question

Question text

Personality is a modest predictor of actual job performance, but a much better predictor of:
Select one:

a.
High quality relationships

b.
"g"

c.
Citizenship behaviors

d.
Job quantity

Feedback

The correct answer is: Citizenship behaviors

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Question 12

Correct
Mark 1.00 out of 1.00
Flag question

Question text

Virtual companies present special leadership challenges because:
Select one:

a.
Emails, wikis and web meetings require special technological know how

b.
Employees are located in the same city but just not at one location

c.
Communication is not the most important aspect of the organization

d.
It's essential for leaders to keep people informed of what they are supposed to be doing and what other arms of the organization are doing.

Feedback

The correct answer is: It's essential for leaders to keep people informed of what they are supposed to be doing and what other arms of the organization are doing.

Question 13

Correct
Mark 1.00 out of 1.00
Flag question

Question text

Someone who works at Procter & Gamble who is responsible for the production, marketing, and profitability of the Tide detergent product line is called a:
Select one:

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a.
department manager.

b.
line manager.

c.
team manager.

d.
supervisory manager.

Feedback

The correct answer is: line manager.

Question 14

Correct
Mark 1.00 out of 1.00
Flag question

Question text

Company structures which are hierarchical and decisions are made only by top managers represent:
Select one:

a.
High on power distance dimensions

b.
Low on power distance dimensions

c.
High on institutional collectivism

d.
Low on institutional collectivism

Feedback

The correct answer is: High on power distance dimensions

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Question 15

Correct
Mark 1.00 out of 1.00
Flag question

Question text

People in societies where uncertainty avoidance is high want:
Select one:

a.
Are less rule-oriented

b.
Tolerate a variety of opinions

c.
Are open to change and taking risks

d.
Want strict rules, laws and policies

Feedback

The correct answer is: Want strict rules, laws and policies

Question 16

Correct
Mark 1.00 out of 1.00
Flag question

Question text

People in high-power distance societies expect:
Select one:

a.
Cooperative interaction across power levels

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b.
Equality

c.
Opportunity for everyone

d.
Unequal power distribution and greater stratification

Feedback

The correct answer is: Unequal power distribution and greater stratification

Question 17

Correct
Mark 1.00 out of 1.00
Flag question

Question text

Focusing on some aspects of the environment and ignoring other elements is called:
Select one:

a.
Optical illusion

b.
Selective attention

c.
Visual perception

d.
Bias in perception

Feedback

The correct answer is: Selective attention

Question 18

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Mark 1.00 out of 1.00
Flag question

Question text

The penetration of mobile phones is changing the way we do business because:
Select one:

a.
The cost of phones is low

b.
Increasing sophistication of phones

c.
We can send text instead of voice

d.
People are more connected and able to share more information

Feedback

The correct answer is: People are more connected and able to share more information

Question 19

Correct
Mark 1.00 out of 1.00
Flag question

Question text

Exit interviews are often conducted by:
Select one:

a.
Employee manager

b.
Human resources representative

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c.
Outside consultants

d.
Top management

Feedback

The correct answer is: Human resources representative

Question 20

Correct
Mark 1.00 out of 1.00
Flag question

Question text

"The interests of one person should never take precedence over what is best for the company as a whole" is an explanation of which of Fayol's principles of management:
Select one:

a.
Unity of command

b.
Unity of direction

c.
Subordination of individual interest

d.
Discipline

Feedback

The correct answer is: Subordination of individual interest

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BUS 1101 Unit 6 Graded Quiz

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Firms with clearly communicated, widely understood and collectively shared mission and vision have been shown:	Perform better than those without them
Lateral thinking can generate completely new concepts and ideas, and brilliant improvements to existing systems.	True
Firms rely on bottom-up innovation processes to communicate a strategy because of all of the following EXCEPT:	Communicating upward means that the support of the people needed to implement the strategy is accomplished
Stakeholder analysis may also enable managers to identify other parties that might support well-formulated strategies.	False
A useful personal mission and vision statement should include all of the following EXCEPT:	What career you would like to take
Mission and vision statements are designed to provide a statement of justification for existence to an organization.	False
Consciously creating an environment where passion is both encouraged and developed starts at the top through the communication of mission and vision.	True
Mission and vision both relate to an organization's purpose and are typically communicated orally.	False
The four categories of stakeholders of a firm are:	Organizational, capital market, product market and social
The degree to which a stakeholder is affected by a firm's decisions is sometimes correlated with their power and influence over the decision.	True

BUS 1101 Unit 6 Graded Quiz

Strategy is a pattern of resource allocation choices and organizational arrangements that result from managerial decision making.	True
Not all organizations need strategies to survive and thrive.	False
Strategy formulation is essentially the aim of the organizing, leading, and controlling components of the POLC framework.	False
The best strategies, corporate and business, are based on a thorough SWOT analysis.	True
Two or more firms competing for differentiation may engage in price wars that drive profits to very low levels.	False
Superiority in competitive advantage refers to all of the following factors EXCEPT:	Low cost
It is important to note that the concept of strategy is relevant to only large, public companies like GE.	False
A firm's tangible resource includes which of the following?	Production equipment
One approach to focusing is to service either industrial buyers or consumers, but not both.	True
The purpose of diversification is:	To spread out risk and opportunities over a larger set of businesses
Cost leadership is a low-cost, broad-based market strategy.	True
Strategy formulation is an essential component of the POLC framework:	Planning
The intensity of industry competition and an industry's profit potential are a function of which of the following forces of competition?	Threats posed by new entrants
At Intel the key historic decision to abandon memory chips and concentrate upon microprocessors was the result of which of the following?:	Acknowledged by top management
The major diversification strategy through which products are produced that are technically similar to the company's current products but appeal to a new consumer group is:	Concentric diversification
Firms utilizing a competitive scope strategy can tailor advertising and promotional efforts to a particular market niche.	False
Strategic management process is the coordinated means by which an	False

BUS 1101 Unit 6 Graded Quiz

Cost leaders must maintain their marketing or face the possible entry of more cost-effective competitors.	False
Industry characteristics of an attractive industry, one where firms may achieve strategic competitiveness and earn above-average returns includes which of the following?	Suppliers and buyers with little bargaining power
It is not only the top managers who set goals and objectives for the entire organization.	False
In MBO systems, goals and objectives are written down for each level of the organization.	True
The manager should be directed and controlled by the objectives of performance rather than by his/her boss.	True
Success and progress in achieving goals and objectives will be indicated by how well the vision and mission are achieved.	False
Goals and objectives provide a form of control since they create a feedback opportunity regarding how well or how poorly the organization is executing its strategy.	True
Financial outcomes are often short-term in nature, so they omit other key factors that might be very important to the longer-term viability of the organization.	True
The role of goals and objectives are achieved only in the planning stage.	False
Goals are typically not set for the organization but for the stakeholders outside the organization.	False
Historic financial goals and objectives, even though financial outcomes are wide ranging in scope, are also purely historic.	False
Characteristics of the approach to setting and managing goals and objectives include which of the following?:	Measures should be based around the needs of customers, shareholders and other key stakeholders
When a scorecard is disseminated, strategy becomes a tool specifically for top management.	False
Goals and objectives are not a basis for reward systems.	False
The way that the firm is organized can affect goals and objectives in a number of ways.	True

BUS 1101 Unit 6 Graded Quiz

Goals and objectives are difficult to set up in the organizational context. Select among the reasons listed below the one that does NOT apply:	They are set by managers without the approval of employees
Kaplan and Norton's Balanced Scorecard, Accenture's Performance Prism, and Skandia's Intellectual Capital Navigator are examples of boilerplate versions of financial measurement.	False
Characteristics of the approach to setting and managing goals and objectives include which of the following?:	Measures should be based around the needs of customers, shareholders and other key stakeholders
Goals and objectives provide a form of control since they create a feedback opportunity regarding how well or how poorly the organization is executing its strategy.	True
It is not only the top managers who set goals and objectives for the entire organization.	False
Financial outcomes are often short-term in nature, so they omit other key factors that might be very important to the longer-term viability of the organization.	True
The role of goals and objectives are achieved only in the planning stage.	False

Bus1101 final exam

Principles of Business Management (University of the People)

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1. Decisions can be made more quickly in centralized companies
   - False
2. When a scorecard is disseminated, strategy becomes a tool specifically for top management.
   - False
3. Human resources management alignment means:
   - To integrate decisions about people with decisions about the results of an organization
4. The monitoring step of the mission and vision statements development process is analogous to which step of the principles of management framework?
   - Controlling
5. Stereotypes are generalizations based on an individual characteristics
   - False
6. According to the principles of visionary leadership, the essentials for successful revolution include all EXCEPT:
   - . Culture systems
7. Firms utilizing a competitive scope strategy can tailor advertising and promotional efforts to a particular market niche.
   - False

8. Believing that women are more cooperative than men, or men are more assertive than women, are examples of:

   - Stereotyping

9. The best trait that predicts a person's work performance

   - Conscientiousness

10. "The interests of one person should never take precedence over what is best for the company as a whole" is an explanation of which of Fayol's principles of management:

    - Subordination of individual interest

11 The principles of management are drawn from a number of academic fields, principally the fields of:

    - leadership, entrepreneurship, and strategy.

12. Personality is a modest predictor of actual job performance, but a much better predictor of:

    - Citizenship behaviors

13. Some companies maintain a physical presence on Facebook because:

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- It allows consumers to chime in about their passion

14 . The penetration of mobile phones is changing the way we do business because:

- People are more connected and able to share more information

15. Why should managers understand how visual perception may be biased?

- Managers rely on their visual perception to form their opinions about people and objects around them.

16. Managers are responsible for getting activities completed efficiently and achieving the rm's goals by utilizing:

- Human, financial, and material resource

17. KPMG's 2008 Report on U.S. Firm CSR practices found the top drivers for CSR include which of the following?

- Innovation and learning

18. Three different types of planning used in the function of management are:

- strategic, tactical, and operational,

19. The GLOBE project describes a project that includes all EXCEPT:

- Proposed and validated a theory of relationship between culture and government

20. Selective perception is particularly important during the:

- Planning process

21. Tom Peters referred to "master paradox" as:

- Developing a level of comfort with complexity and ambiguity

22. People in high-power distance societies expect:

- Unequal power distribution and greater stratification

23. Company structures which are hierarchical and decisions are made only by top managers represent:

- High on power distance dimensions

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24. A difference between management and leadership can be defined in the following way:

- management is getting things done, and leadership is inspiring action taken by others

25. Virtual companies present special leadership challenges because:

- It's essential for leaders to keep people informed of what they are supposed to be doing and what other arms of the organization are doing.

26. The difference between group and team is:

- A collection of people is a group and not necessarily a team

27. Tactical planning is designed to develop:

- specific action steps to implement the strategic plan.

28. Organizational citizenship behaviors can be understood as:

- individual behaviors that are beneficial to the organization and not recognized by the formal reward system.

29. Stereotypes are generalizations based on an individual characteristi~

- False

30. When engaging in job design or enrichment, a manager should consider:

- Personality in relation to work behavior

31. Organizational commitment is the unemotional attachment people have toward the company they work for.

- False

32. Research shows that fitting in with a company culture is a strong predictor of job performance.

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33. Under the psychological contract, an employee may believe that if he or she works hard and receives favorable performance evaluations, he or she will receive an annual bonus.

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35. A firm's values are often described in the:

- Mission and vision statements

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people high in:

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48. Studies show that our personality does not have lasting consequences for us.

- False

49. Conscientiousness is the one personality trait that uniformly predicts:

- How highly performance oriented a person will be

50. Which one of the following Big Five personality traits is also referred to as "negative affect"?

- Neuroticism

51. Managers need to consider the individual and the situation when making:

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70. Organizations and social movements alike are using wikis to help people find others with the skills and talents to solve pressing problems.

- False

71. Why are employees today in the transportation and shipping industry required to know advanced math?

- They're called upon to do mathematical models of networks

72. Countries with low institutional collectivism emphasize individual achievement and rewards.

- True

73. Wikis let people contribute to a project anytime.

- True

74. Countries where uncertainty avoidance is high are Brazil and Switzerland~

- True

75. People, in societies where assertiveness is low:

- Prefer harmony in relationships

76. Two companies well known for their strong CSR orientations are:

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80. Since there have been tremendous changes in the environment faced by managers, the functions of planning, organizing, leading and controlling are not considered essential functions by many organizations today

- False

81. Organizational design decisions are made about:

- The structure of an organization.

82. Triple bottom line refers to the measurement of business performance along economic, social, and organizational dimensions.

- False

83. General managers set specific goals for their own departments and see that the goals are met.

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84. A group is a cohesive coalition of people working together to achieve an agenda:

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- knowledge to help in the development and implementation of strategies.

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90. Monitor, disseminator, and spokesperson are the three decisional managerial roles in an organization.

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91. The purpose of assembling a team is:

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93. The three informational roles assumed by a manager are primarily concerned with providing information outside the organization.

- False

94. The structure of an organization is usually represented:

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95. Decisions made about the structure of an organization are generally referred to as operational planning decisions.

- False

96. Self-development, individual initiative and organizational loyalty are:

- Examples of organizational citizenship behaviors

97. Planning is the function of management that involves setting objectives and determining a course of action for achieving these objectives.

- True

98. Competition among employers and countries for the best and brightest puts pressure on firms to invest in present and future leadership capabilities.

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- True

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- False

100. Teamwork is a common theme of organizational citizenship behavior.

- False

101. Common arguments against corporate social responsibility argue that:

- CSR detracts from the fundamental economic role of businesses.

102. Working with people from different countries can be a challenge because of:

- Procedural, distributive and interactional At the root of organizational justice is trust, something that is easier to break than to repair if broken.

103. Exit interviews are often conducted by:

- Human resources representative

104. A way to test ideas in small steps is:

- Experimentation

105. Someone who works at Procter & Gamble who is responsible for the production, marketing, and profitability of the Tide detergent product line is called a:

- line manager

106. Focusing on some aspects of the environment and ignoring other elements is called:

- Selective attention

107. Triple bottom line refers to the measurement of business performance along:

- social, economic and environmental dimensions.

108. People in societies where uncertainty avoidance is high want:

- Want strict rules, laws, and policies

109. Rather than to actual behaviors, attitudes are more strongly related to:

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- Intentions

110. Environmental scanning is a:

- Planning process

111. Allowing individuals to work on their own, with little supervision is called:

- empowerment

112. At work, two job attitudes that have the greatest potential to influence how we behave are:

- Job satisfaction and job commitment

113. Three different types of planning used in the function of management are:

- strategic, tactical, and operational

114. It is more common to see rewards tied to performance indicators as opposed to seniority or loyalty in companies whose cultures are:

- Outcome Oriented

115. In a differentiation strategy, the product difference may be based on any or all of the following EXCEPT:

- Price

116. Companies that have stable cultures are all of the following EXCEPT

- Value fairness, supportiveness, and respect toward individual rights

117. industry characteristics of an attractive industry, one where firms may achieve strategic competitiveness and earn above average returns includes all of the following EXCEPT:

- Strong competitive threats from product substitutes

118. Researchers found a relationship between organizational cultures and company performance with respect to the following success indicators EXCEPT:

- Stock conditions

119. Frederick Taylor is most famous for

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- Time studies

120. Mission and vision development are analogous to which step in the principles of management framework

- Planning

121. Firms with clearly communicated, widely understood and collectively shared mission and vision have been shown:

- Perform better than those without them

122. Cultures that emerge within different departments, branches, or geographic locations are called:

- Subcultures

123.The values and assumptions that shape the organization influence all of the following EXCEPT

- The stakeholders involved in the organization

124. Environmental scanning is the act of analyzing the critical external contingencies facing an organization in terms of

- Economic conditions, competitors, and customers.

125. Organization design should do all EXCEPT the following:

- Unify the intent of the organization

126. Characteristics of the approach to setting and managing goals and objectives include all of the following EXCEPT

- Measures should only include the present to ensure success

127. The structure of an organization is usually represented

- In the chain of command.

128. Companies with an innovative culture are characterized by all of the following EXCEPT

- Smaller organization

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129. A firm’s strategy includes all EXCEPT the following:

- Which system and processes are used to implement the goals and objectives

130. Countries where uncertainty avoidance is high are Brazil and Switzerland

- True

131. Hierarchy is an organization is necessary for:

- Unity of command

132. Motion studies would not be conducive to which of the following jobs:

- Computer programming

133. The scientific approach to management is sometimes referred to as:

- Taylorism

134. In the corporate world, social networks are starting points for corporate innovation:

- Bringing limitless arrangements of individuals inspired by opportunities or tasks

135. In the information age, what do social networks do best?

- Create secure sites for employees to collaborate on projects

136. The following are all included in Proctor and Gamble's Code of Ethics EXCEPT:

- Honesty

137. The final step in the ethical decision making process is

- Monitor outcomes.

138. The company that relies on computer and telecommunications technologies instead of physical presence for communication between employees is a

- Virtual organization

139. accounting profit

- organization makes a profit when its revenues are more than its costs in a given period of time, such as three months, six months, or a year.

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140. controlling steps

- (1) establishing performance standards, (2) comparing actual performance against standards, and (3) taking corrective action when necessary.

141. Corporate social responsibility (CSR)

- organizations consider the interests of society by taking responsibility for the impact of their activities on customers, suppliers, employees, shareholders, communities, and the environment in all aspects of their operations.

142. Creativity and passion can influence the organization's strategy

- False

143. empowerment

- the process of enabling or authorizing an individual to think, behave, take action, and control work and decision making in autonomous ways

144. Entrepreneur

- a person who engages in the process of entrepreneurship.

145. Entrepreneurship

- the recognition of opportunities (needs, wants, problems, and challenges) and the use or creation of resources to implement innovative ideas for new, thoughtfully planned ventures.

146. environmental scanning

- that planners must be aware of the critical contingencies facing their organization in terms of economic conditions, their competitors, and their customers

147. general manager

- someone who is responsible for managing a clearly identifiable revenue-producing unit, such as a store, business unit, or product line

148. functional managers

- responsible for the efficiency and effectiveness of an area, such as accounting or marketing.

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149. The extent to which members of a society attempt to cope with anxiety by minimizing uncertainty

- Uncertainty Avoidance

150. General managers set specific goals for their own departments and see that the goals are met. T/F

- General managers take direction from their top executives. They must first understand the executives' overall plan for the company. Then they set specific goals for their own departments to fit in with the plan. p18

151. in-role performance

- those things that add value but which aren't part of your formal job description

152. job design

- The process of putting together various elements to form a job, bearing in mind organizational and individual worker requirements

153. Job enrichment

- A job redesign technique that allows workers more control over how they perform their own tasks.

154. Leadership

- the social and informal sources of influence that you use to inspire action taken by others. It means mobilizing others to want to struggle toward a common goal. Great leaders help build an organization's human capital, then motivate individuals to take concerted action.

155. Line manager

- leads a function that contributes directly to the products or services the organization creates

156. Management

- the art of getting things done through the efforts of other people

157. Management strategy that reflects the aim of tying the organization's human capital, its people, into the mission and vision

- Strategic human resources management (SHRM)

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158. Operational planning

- generally assumes the existence of organization-wide or subunit goals and objectives and specifies ways to achieve them. Operational planning is short-range (less than a year) planning that is designed to develop specific action steps that support the strategic and tactical plans

159. organizational citizenship behaviors (OCBs)

- The things that you have to do as part of your job and its job description

160. organizational design

- Decisions made about the structure of an organization

161 T/F Monitor, disseminator, and spokesperson are the three decisional managerial roles in an organization

- False

162. Strategy encourages actions that support the culture of the organization.

- False

163. Social networks are often referred to as:

- The invisible organization

164. Examples of business strategy include all the following EXCEPT:

- Know the business needs to compete in order to be effective

165. Those stakeholders most often emphasized in mission statements are:

- Customers and employees

166. Strategy formulation answers the question:

- What should our strategy be?

167. Experts from GreenBiz.com say the Balanced Scorecard opportunities are used in CSR because of all of the following EXCEPT:

- The Balanced Scorecard is a focused set of key financial indicators.

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168. According to Mintzberg, the percent of intended strategy realized is:

- 10-30

169. Goals are outcome statements that dene what an organization is trying to accomplish:

- Both programmatically and organizationally

170. Controlling consists of the following steps EXCEPT

- Write a mission and vision statement

171. Which of the following are considered intangible resources?

- Scientific capabilities

172. Which of the following is NOT one of the areas you should think about when having your own performance reviewed:

- Who should conduct the review

173. Which of the following are creativity tools:

- SCAMPER

174. Firms that do the product leadership strategy well include which of the following factors:

- Focus on development, innovation, design, and time to market

175. While there are different schools of thought about how strategy comes about, researchers generally agree the common characteristic across successful organizations is:

- Strategic focus

176. Organizational culture is defined by all of the following EXCEPT:

- Organizational mission and vision statements

177. For a differentiation strategy to be effective, the product difference should NOT be based on:

- Price

178. In the value chain, which of the following activities is deemed to add direct value to a firm?:

- Service

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179. Human resources management alignment means:

- To integrate decisions about people with decisions about the results of an organization

180. Characteristics of MBO includes which of the following?:

- Systematic and organized approach

181. The Starbucks mission statement describes guiding principles and the organization's:

- Values

182. Using Porter's analysis, rms are likely to generate higher profits if the industry includes which of the following?

- Difficult to enter

183. Goals and objectives serve to accomplish all of the following EXCEPT:

- Align goals with objectives

184. The number of people who participate in a nominal group technique is generally:

- 6-10 participants

185. All of the following describe Lateral EXCEPT:

- Not necessary for creativity but helpful

186. A Balanced Scorecard relies on which of the following processes to bind short-term activities to long-term activities?

- Communicating and linking

187. The different aspects of strategy as distinguished by Mintzberg include which of the following?

- Realized

188. All of the following statements regarding performance evaluations are true EXCEPT:

- Giving performance issues ultimately decreases morale

189. The performance plan will include a section that identifies all of the following EXCEPT:

- The reward or promotion objectives

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190. Among the top motivators driving corporations to engage in CSR include all of the following reasons EXCEPT:

- Meeting or exceeding budget

191. How are shareholders affected by a firm's strategies?

- Their interests increase or decrease with rm's actions194. KPMG's 2008 Report on U.S. Firm CSR practices found the top drivers for CSR include which of the following?
- Innovation and learning
-

192. Objectives typically include which of the following:

- Be clear, concise, and understandable

193. One MBO criticism is:

- That it seemed disconnected from a firm's strategy.

194. A mission statement does not provide insights into the company culture.

- False

195. A mission statement serves an important function for organizations as part of the POLC function:

- Planning

196. Self-development, individual initiative and organizational loyalty are:

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Managers are responsible for getting activities completed efficiently and achieving the firm's goals by utilizing:

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Select one:

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230. Believing that women are more cooperative than men, or men are more assertive than women, are examples of:

- Stereotyping

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Mission and vision play a prominent role in the planning facet of the P-O-L-C framework.

- True

51- Lateral thinking can generate completely new concepts and ideas, and brilliant improvements to existing systems.

- True

52- Mission and vision both relate to an organization's purpose and are typically communicated orally.

- False

53- Firms rely on bottom-up innovation processes to communicate a strategy because of all of the following EXCEPT:

- Middle-level and division managers are empowered to take ownership and propose new strategies

54- The content of the mission and vision statements process is analogous to which step in the principles of management framework:

- Organizing

58- Stakeholder analysis may also enable managers to identify other parties that might support well-formulated strategies.

- false

59- The degree to which a stakeholder is affected by a firm's decisions is sometimes correlated

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with their power and influence over the decision.:

- True

60- Organizations that successfully align human resources management with mission and vision accomplishment do so by integrating SHRM into the organizing process.

- False

61- A useful personal mission and vision statement should include all of the following EXCEPT:

- What career you would like to take

62- Creativity and passion can influence the organization's strategy.

- False

63- The communication step of the mission and vision statements development process is analogous to which step in the principles of management framework:

- Leading

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- False

66- A stakeholder group composed of the CEO and members of the top management team is considered an important stakeholder group for all of the following reasons EXCEPT:

- Its power and influence in the organization

67- The four categories of stakeholders of a firm are:

- Organizational, capital market, product market and social

68- Customers, employees, and investors are the stakeholders most often emphasized in the mission statements.

- True

69- Mission and vision statements are designed to provide a statement of justification for existence to an organization.

- false

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- Prefer harmony in relationships

87- The Gilbreths are most famous for:

- Time and motion studies

88-The purpose of diversification is:

- To spread out risk and opportunities over a larger set of businesses

89-The best strategies, corporate and business, are based on a thorough SWOT analysis.

- True

90-Cost leadership is a low-cost, broad-based market strategy.

- True

91-Not all organizations need strategies to survive and thrive.

- False

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92-One approach to focusing is to service either industrial buyers or consumers, but not both.

- True

94-Strategy is a pattern of resource allocation choices and organizational arrangements that result from managerial decision making.

- True

95-Cost leaders must maintain their marketing or face the possible entry of more cost-effective competitors.

- False

96-Superiority in competitive advantage refers to all of the following factors EXCEPT:

- Low cost

97-At Intel the key historic decision to abandon memory chips and concentrate upon microprocessors was the result of which of the following?:

Select one:

- Acknowledged by top management

98-It is important to note that the concept of strategy is relevant to only large, public companies like GE.

- False

99-The industry characteristics that make it very difficult for firms to achieve strategic competitiveness and earn above-average returns includes all of the following EXCEPT:

- Relatively moderate rivalry

100-Strategy formulation is an essential component of the POLC framework:

- Planning

101-The major diversification strategy through which products are produced that are technically similar to the company's current products but appeal to a new consumer group is:

- Concentric diversification

102-Two or more firms competing for differentiation may engage in price wars that drive profits to very low levels.

- False

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103-Design and emergence strategies involve specific levels of the organization.

- False

104-Strategy formulation is essentially the aim of the organizing, leading, and controlling components of the POLC framework.

- False

105-A firm's strategy includes which of the following:

- Captures how vision and mission will be achieved

106-Strategic management process is the coordinated means by which an organization chooses its mission and vision.

- false

107-A firm's tangible resource includes which of the following?

- Production equipment

108-The intensity of industry competition and an industry's profit potential are a function of which of the following forces of competition?

- Threats posed by new entrants

109-Firms utilizing a competitive scope strategy can tailor advertising and promotional efforts to a particular market niche.

- False

110-Industry characteristics of an attractive industry, one where firms may achieve strategic competitiveness and earn above-average returns includes which of the following?

- Suppliers and buyers with little bargaining power

1.The number of people who participate in a nominal group technique is generally:

- 6-10 participants

21-In a matrix structure, product managers have control and say over product related matters, while department managers have authority over matters related to company policy.

- True

22-After the change is implemented, the long-term success of a change effort depends on the

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extent to which the change becomes part of the company's strategy.

- false

23-In centralized companies, many important decisions are made at lower levels of the hierarchy.

- False

24-In decentralized companies, decisions are made and problems are solved at lower levels by employees who are closer to the problem in question.

- True

25-Decentralized companies give more authority to a higher-level employee, resulting in a sense of empowerment.

- false

26-Mechanistic structures limit individual autonomy and self determination which will likely lead to lower levels of intrinsic motivation on the job.

- True

27-Research indicates that flat organizations provide greater need satisfaction for employees, and greater levels of self-actualization.

- True

28-Decisions can be made more quickly in centralized companies

- False

29-Formalized structures are those in which there are few rules and regulations.

- False

30-Functional structures tend to be effective when an organization has a large number of products and services requiring special attention

- False

Organizational culture will act as a self-defending organism where intrusive elements are kept out.

- True

In order for the change effort to be successful, it is important to communicate the need for

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change to the stockholders.

- false

Leaders are instrumental in creating and changing an organization’s culture.

- True

Starbucks is an example of a people-oriented culture.

- True

Identifying a set of values that might be used to describe an organization’s culture helps us identify, measure, and manage culture more effectively.

- True

Industry characteristics and demands act as a force to create similarities among organizational cultures.

- True

A mission statement does not provide insights into the company culture.

- False

The values and assumptions that shape the organization’s culture can be uncovered by observing all of the following EXCEPT:

- The stakeholders involved in the organization

Researchers did not find a relationship between organizational cultures and company performance with respect to the following indicators

- Stock conditions

Companies that have stable cultures value fairness, supportiveness, and respect toward individual rights.

- false

An observer may find out about a company’s culture by examining its rules and policies.

- True

Aggressive cultures tend to value corporate social responsibility.

- False

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Southwest Airlines prides itself for hiring employees based on specific job-related skills, rather than on personality and attitude.

- False

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BUS 1101 Graded Quiz 2

Principles of Business Management (University of the People)

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Question 1

Correct

Mark 1.00 out of 1.00

Flag question

Question text

KPMG's 2008 Report on U.S. Firm CSR practices found the top drivers for CSR include which of the following?

Select one:

a. Experience of CEO

b. Nature of industry

c. Innovation and learning

d. Transparency and accountability

Feedback

The correct answer is: Innovation and learning

Question 2

Correct

Mark 1.00 out of 1.00

Flag question

Question text

For a differentiation strategy to be effective, the product difference should NOT be based on:

Select one:

a. Product design

b. Method of distribution

c. Price

d. Broad market group of consumers

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Feedback

The correct answer is: Price

Question 3

Correct

Mark 1.00 out of 1.00

Flag question

Question text

Using Porter's analysis, firms are likely to generate higher profits if the industry includes which of the following?

Select one:

- a. Difficult to enter
- b. Unlimited rivalry
- c. Buyers are strong
- d. There are many substitutes

Feedback

The correct answer is: Difficult to enter

Question 4

Correct

Mark 1.00 out of 1.00

Flag question

Question text

The performance plan will include a section that identifies all of the following EXCEPT:

Select one:

- a. Expectations of how employees deal with problems
- b. The reward or promotion objectives
- c. How the employees interact with internal and external customers

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d. How proactive the employees are in respect to changing work

Feedback

The correct answer is: The reward or promotion objectives

Question 5

Correct
Mark 1.00 out of 1.00

Flag question

Question text

Social networks are often referred to as:

Select one:

a. The invisible organization

b. Important to organizational culture

c. NIH

d. Important to the mission and vision of the organization

Feedback

The correct answer is: The invisible organization

Question 6

Correct
Mark 1.00 out of 1.00

Flag question

Question text

Among the top motivators driving corporations to engage in CSR include all of the following reasons EXCEPT:

Select one:

a. Meeting or exceeding budget

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b. Ethical considerations

c. Innovation and learning

d. Employee motivation

Feedback

The correct answer is: Meeting or exceeding budget

Question 7

Correct

Mark 1.00 out of 1.00

Flag question

Question text

In the value chain, which of the following activities is deemed to add direct value to a firm?:

Select one:

a. Strategic Planning

b. Recruitment

c. Service

d. Procurement

Feedback

The correct answer is: Service

Question 8

Correct

Mark 1.00 out of 1.00

Flag question

Question text

Which of the following are considered intangible resources?

Select one:

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a. Scientific capabilities

b. Production equipment

c. Manufacturing plants

d. Formal reporting structures

Feedback

The correct answer is: Scientific capabilities

Question 9

Correct

Mark 1.00 out of 1.00

Flag question

Question text

Which of the following is NOT one of the areas you should think about when having your own performance reviewed:

Select one:

a. Preparation for the review

b. What to do if the review is negative

c. What should you ultimately take away from the review

d. Who should conduct the review

Feedback

The correct answer is: Who should conduct the review

Question 10

Correct

Mark 1.00 out of 1.00

Flag question

Question text

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Organizational culture is defined by all of the following EXCEPT:

Select one:

a. Life experiences of the employees

b. Strengths and weakness of the staff

c. Organizational mission and vision statements

d. Education of the employees

Feedback

The correct answer is: Organizational mission and vision statements

Question 11

Correct

Mark 1.00 out of 1.00

Flag question

Question text

Examples of business strategy include all the following EXCEPT:

Select one:

a. Help keep existing customers

b. Grow its business by moving into new markets and taking customers from competitors

c. Determine how to keep profit level demanded by the stock market

d. Know the business needs to compete in order to be effective

Feedback

The correct answer is: Know the business needs to compete in order to be effective

Question 12

Correct

Mark 1.00 out of 1.00

Flag question

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Question text

Which of the following are creativity tools:

Select one:

- a. SCAMPER
- b. Programmed thinking
- c. Passion
- d. Intuition

Feedback

The correct answer is: SCAMPER

Question 13

Correct
Mark 1.00 out of 1.00

Flag question

Question text

Goals and objectives serve to accomplish all of the following EXCEPT:

Select one:

- a. Gauge and report performance
- b. Improve performance
- c. Align effort
- d. Align goals with objectives

Feedback

The correct answer is: Align goals with objectives

Question 14

Correct
Mark 1.00 out of 1.00

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Flag question

Question text

Goals are outcome statements that define what an organization is trying to accomplish:

Select one:

a. Programmatically

b. Organizationally

c. Both programmatically and organizationally

d. Internal

Feedback

The correct answer is: Both programmatically and organizationally

Question 15

Correct
Mark 1.00 out of 1.00

Flag question

Question text

Those stakeholders most often emphasized in mission statements are:

Select one:

a. Customers and employees

b. Government and communities

c. Employees and society

d. Investors and the government

Feedback

The correct answer is: Customers and employees

Question 16

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Correct
Mark 1.00 out of 1.00

Flag question

Question text

Experts from GreenBiz.com say the Balanced Scorecard opportunities are used in CSR because of all of the following EXCEPT:

Select one:

a. The Balanced Scorecard is a recognized and established management tool

b. The Balanced Scorecard is well positioned to support a knowledge-building effort to help organizations make their CSR values and visions a reality

c. The Balanced Scorecard enables individuals to make daily decisions based upon values and metrics

d. The Balanced Scorecard is a focused set of key financial indicators.

Feedback

The correct answer is: The Balanced Scorecard is a focused set of key financial indicators.

Question 17

Correct
Mark 1.00 out of 1.00

Flag question

Question text

One MBO criticism is:

Select one:

a. That it seemed disconnected from a firm's strategy

b. Linked employee goals to corporate goals

c. Did not place managers into a rigid enough performance system

d. Tied achievement to compensation and promotion

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Feedback

The correct answer is: That it seemed disconnected from a firm’s strategy

Question 18

Correct
Mark 1.00 out of 1.00

Flag question

Question text

The number of people who participate in a nominal group technique is generally:

Select one:

- a. 1-5 participants
- b. 3-8 participants
- c. 6-10 participants
- d. 8-14 participants

Feedback

The correct answer is: 6-10 participants

Question 19

Correct
Mark 1.00 out of 1.00

Flag question

Question text

Human resources management alignment means:

Select one:

- a. To integrate employees with goals, mission and vision
- b. To integrate HR with the culture of the organization
- c. To integrate decisions about people with decisions about the results of an organization

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d. Integrate management and employee performance goals

Feedback

The correct answer is: To integrate decisions about people with decisions about the results of an organization

Question 20

Correct
Mark 1.00 out of 1.00

Flag question

Question text

Characteristics of MBO includes which of the following?:

Select one:

a. Systematic and organized approach

b. Aims to improve employee morale

c. It improves communication by centralizes decision making

d. Used by managers to track their best customers

Feedback

The correct answer is: Systematic and organized approach

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BUS1101 Graded Quiz 6

Principles of Business Management (University of the People)

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Question **1**
Correct
Mark 1.00 out of 1.00
Flag question
Question text
Goals and objectives serve to accomplish all of the following EXCEPT:
Select one:
a.
Gauge and report performance
b.
Improve performance
c.
Align effort
d.
Align goals with objectives
Feedback
The correct answer is: Align goals with objectives

Question **2**
Correct
Mark 1.00 out of 1.00
Flag question
Question text
Using Porter's analysis, firms are likely to generate higher profits if the industry includes which of the following?
Select one:
a.
Difficult to enter
b.
Unlimited rivalry
c.
Buyers are strong
d.
There are many substitutes
Feedback
The correct answer is: Difficult to enter

Question **3**
Correct
Mark 1.00 out of 1.00
Flag question
Question text
Social networks are often referred to as:
Select one:
a.
The invisible organization
b.
Important to organizational culture
c.
NIH

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d.
Important to the mission and vision of the organization
Feedback
The correct answer is: The invisible organization

Question **4**
Correct
Mark 1.00 out of 1.00
Flag question
Question text
All of the following describe Lateral EXCEPT:
Select one:
a.
Changing patterns and perceptions
b.
Not necessary for creativity but helpful
c.
Draws on the right side of our brains
d.
About ideas that may not be obtainable by using only traditional step-by-step logic
Feedback
The correct answer is: Not necessary for creativity but helpful

Question **5**
Incorrect
Mark 0.00 out of 1.00
Flag question
Question text
While there are different schools of thought about how strategy comes about, researchers generally agree the common characteristic across successful organizations is:
Select one:
a.
Strategy trade-off
b.
Strategic focus
c.
Strategic process
d.
Strategy discipline
Feedback
The correct answer is: Strategic focus

Question **6**
Correct
Mark 1.00 out of 1.00
Flag question
Question text
The performance plan will include a section that identifies all of the following EXCEPT:
Select one:
a.
Expectations of how employees deal with problems

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b.
The reward or promotion objectives
c.
How the employees interact with internal and external customers
d.
How proactive the employees are in respect to changing work
Feedback
The correct answer is: The reward or promotion objectives

Question **7**
Correct
Mark 1.00 out of 1.00
Flag question
Question text
KPMG's 2008 Report on U.S. Firm CSR practices found the top drivers for CSR include which of the following?
Select one:
a.
Experience of CEO
b.
Nature of industry
c.
Innovation and learning
d.
Transparency and accountability
Feedback
The correct answer is: Innovation and learning

Question **8**
Correct
Mark 1.00 out of 1.00
Flag question
Question text
A Balanced Scorecard relies on which of the following processes to bind short-term activities to long-term activities?:
Select one:
a.
Communcating the vision
b.
Performance metrics
c.
Communicating and linking
d.
Succession planning
Feedback
The correct answer is: Communicating and linking

Question **9**
Correct
Mark 1.00 out of 1.00
Flag question

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Question text
Among the top motivators driving corporations to engage in CSR include all of the following reasons EXCEPT:
Select one:
a.
Meeting or exceeding budget
b.
Ethical considerations
c.
Innovation and learning
d.
Employee motivation
Feedback
The correct answer is: Meeting or exceeding budget

Question **10**
Correct
Mark 1.00 out of 1.00
Flag question
Question text
The different aspects of strategy as distinguished by Mintzberg include which of the following?
Select one:
a.
Consequential
b.
Differentiate
c.
Realized
d.
Permanent
Feedback
The correct answer is: Realized

Question **11**
Correct
Mark 1.00 out of 1.00
Flag question
Question text
Examples of business strategy include all the following EXCEPT:
Select one:
a.
Help keep existing customers
b.
Grow its business by moving into new markets and taking customers from competitors
c.
Determine how to keep profit level demanded by the stock market
d.
Know the business needs to compete in order to be effective
Feedback

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The correct answer is: Know the business needs to compete in order to be effective

Question **12**
Correct
Mark 1.00 out of 1.00
Flag question
Question text
The Starbucks mission statement describes guiding principles and the organization's:
Select one:
a.
Corporate structure
b.
Values
c.
Employee and customer focus
d.
Corporate social responsibility statement
Feedback
The correct answer is: Values

Question **13**
Correct
Mark 1.00 out of 1.00
Flag question
Question text
Controlling consists of the following steps EXCEPT:
Select one:
a.
Write a mission and vision statement
b.
Establish performance standards
c.
Compare actual performance against standards
d.
Take corrective action
Feedback
The correct answer is: Write a mission and vision statement

Question **14**
Correct
Mark 1.00 out of 1.00
Flag question
Question text
The number of people who participate in a nominal group technique is generally:
Select one:
a.
1-5 participants
b.
3-8 participants
c.
6-10 participants

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d.
8-14 participants
Feedback
The correct answer is: 6-10 participants

Question **15**
Correct
Mark 1.00 out of 1.00
Flag question
Question text
Experts from GreenBiz.com say the Balanced Scorecard opportunities are used in CSR because of all of the following EXCEPT:
Select one:
a.
The Balanced Scorecard is a recognized and established management tool
b.
The Balanced Scorecard is well positioned to support a knowledge-building effort to help organizations make their CSR values and visions a reality
c.
The Balanced Scorecard enables individuals to make daily decisions based upon values and metrics
d.
The Balanced Scorecard is a focused set of key financial indicators.
Feedback
The correct answer is: The Balanced Scorecard is a focused set of key financial indicators.

Question **16**
Correct
Mark 1.00 out of 1.00
Flag question
Question text
Objectives typically include which of the following:
Select one:
a.
Be related directly to the values of the company
b.
Reflect in the strategic plan
c.
Be clear, concise, and understandable
d.
Be stated in terms of the corporate mission
Feedback
The correct answer is: Be clear, concise, and understandable

Question **17**
Correct
Mark 1.00 out of 1.00
Flag question
Question text
Which of the following is NOT one of the areas you should think about when having your own performance reviewed:

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Select one:
a.
Preparation for the review
b.
What to do if the review is negative
c.
What should you ultimately take away from the review
d.
Who should conduct the review
Feedback
The correct answer is: Who should conduct the review

Question **18**
Correct
Mark 1.00 out of 1.00
Flag question
Question text
Organizational culture is defined by all of the following EXCEPT:
Select one:
a.
Life experiences of the employees
b.
Strengths and weakness of the staff
c.
Organizational mission and vision statements
d.
Education of the employees
Feedback
The correct answer is: Organizational mission and vision statements

Question **19**
Correct
Mark 1.00 out of 1.00
Flag question
Question text
Characteristics of MBO includes which of the following?:
Select one:
a.
Systematic and organized approach
b.
Aims to improve employee morale
c.
It improves communication by centralizes decision making
d.
Used by managers to track their best customers
Feedback
The correct answer is: Systematic and organized approach

Question **20**
Correct
Mark 1.00 out of 1.00

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Flag question

Question text

Which of the following are considered intangible resources?

Select one:

a.

Scientific capabilities

b.

Production equipment

c.

Manufacturing plants

d.

Formal reporting structures

Feedback

The correct answer is: Scientific capabilities

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BUS 1101 Graded quiz unit 3 - intended for review

Principles of Business Management (University of the People)

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BUS 1101 Principles of Business Management

- Graded Quiz Unit 3

At work, two job attitudes that have the greatest potential to influence how we behave are:
Select one:
a. Perception and bias
b. Self perception and self efficacy
c. Job satisfaction and job commitment
d. Job satisfaction and self esteem

Feedback

The correct answer is: Job satisfaction and job commitment

Question 2
Incorrect
Mark 0.00 out of 1.00
Flag question

Question text

Environmental scanning is a:
Select one:
a. Planning process
b. Organizing process
c. Leading process
d. Controlling process

Feedback

The correct answer is: Planning process

Question 3
Correct
Mark 1.00 out of 1.00
Flag question

Question text

Tactical planning is designed to develop:
Select one:
a. specific action steps that support the strategic plan.
b. specific action steps to develop the strategic plan.

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c. specific action steps to implement the strategic plan.

d. the organization’s mission and objectives for the strategic plan.

Feedback

The correct answer is: specific action steps to implement the strategic plan.

Question 4
Correct
Mark 1.00 out of 1.00
Flag question

Question text

Triple bottom line refers to the measurement of business performance along:
Select one:

a. social, economic and organizational dimensions.
b. social, economic and environmental dimensions.

c. economic, organizational, and human performance dimensions.
d. environmental, organizational and corporate responsibility.

Feedback

The correct answer is: social, economic and environmental dimensions.

Question 5
Correct
Mark 1.00 out of 1.00
Flag question

Question text

Three different types of planning used in the function of management are:
Select one:

a. strategic, tactical, and operational,

b. strategic, organizational design, and job design.
c. job design, job enrichment, and teamwork.
d. strategic, organizational design, and operational.

Feedback

The correct answer is: strategic, tactical, and operational,

Question 6
Correct
Mark 1.00 out of 1.00
Flag question

Question text

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Company structures which are hierarchical and decisions are made only by top managers represent:
Select one:

a. High on power distance dimensions

b. Low on power distance dimensions
c. High on institutional collectivism
d. Low on institutional collectivism

Feedback

The correct answer is: High on power distance dimensions

Question 7
Correct
Mark 1.00 out of 1.00
Flag question

Question text

The GLOBE project describes a project that includes all EXCEPT:
Select one:

a. Included more than 150 researches working together
b. Collected attributes from over 17,000 managers
c. Collected data in 62 societal cultures
d. Proposed and validated a theory of relationship between culture and government

Feedback

The correct answer is: Proposed and validated a theory of relationship between culture and government

Question 8
Incorrect
Mark 0.00 out of 1.00
Flag question

Question text

Personality is a modest predictor of actual job performance, but a much better predictor of:
Select one:

a. High quality relationships

b. “g”
c. Citizenship behaviors
d. Job quantity

Feedback

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The correct answer is: Citizenship behaviors

Question 9
Correct
Mark 1.00 out of 1.00
Flag question

Question text

Believing that women are more cooperative than men, or men are more assertive than women, are examples of:
Select one:

a. Categorizing
b. Stereotyping
c. Biasing
d. Reality check

Feedback

The correct answer is: Stereotyping

Question 10
Correct
Mark 1.00 out of 1.00
Flag question

Question text

Someone who works at Procter & Gamble who is responsible for the production, marketing, and profitability of the Tide detergent product line is called a:
Select one:

a. department manager.
b. line manager.
c. team manager.
d. supervisory manager.

Feedback

The correct answer is: line manager.

Question 11
Correct
Mark 1.00 out of 1.00
Flag question

Question text

Organizational citizenship behaviors can be understood as:
Select one:

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a. individual behaviors that are beneficial to the organization and not recognized by the formal reward system.

b. individual behaviors that are beneficial to the organization and are recognized by the formal reward system.
c. group behaviors that are beneficial to the organization and are recognized by the formal reward system.
d. group behaviors that are beneficial to the organization and are not recognized by the formal reward system.

Feedback

The correct answer is: individual behaviors that are beneficial to the organization and not recognized by the formal reward system.

Question 12
Correct
Mark 1.00 out of 1.00
Flag question

Question text

Rather than to actual behaviors, attitudes are more strongly related to:
Select one:

a. Intentions

b. Values
c. Psychology
d. Stress

Feedback

The correct answer is: Intentions

Question 13
Incorrect
Mark 0.00 out of 1.00
Flag question

Question text

The principles of management are drawn from a number of academic fields, principally the fields of:
Select one:

a. leadership, management and communication.

b. leadership, entrepreneurship, and strategy.
c. leadership, psychology, and management.
d. management, psychology and strategy.

Feedback

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The correct answer is: leadership, entrepreneurship, and strategy.

Question 14
Correct
Mark 1.00 out of 1.00
Flag question

Question text

Tom Peters referred to “master paradox” as:
Select one:

a. Developing a level of comfort with complexity and ambiguity

b. Bias for action
c. Stick to the knitting
d. Hands on value driven

Feedback

The correct answer is: Developing a level of comfort with complexity and ambiguity

Question 15
Correct
Mark 1.00 out of 1.00
Flag question

Question text

People in societies where uncertainty avoidance is high want:
Select one:

a. Are less rule-oriented
b. Tolerate a variety of opinions
c. Are open to change and taking risks
d. Want strict rules, laws and policies

Feedback

The correct answer is: Want strict rules, laws and policies

Question 16
Correct
Mark 1.00 out of 1.00
Flag question

Question text

Allowing individuals to work on their own, with little supervision is called:
Select one:

a. empowerment.

b. management.

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c. leadership.
d. strategic management.

Feedback

The correct answer is: empowerment.

Question 17
Correct
Mark 1.00 out of 1.00
Flag question

Question text

Some companies maintain a physical presence on Facebook because:
Select one:
a. Everyone else does
b. It allows consumers to chime in about their passions
c. Their employees insist the organizations have a presence on Facebook
d. Their regular marketing needs are not met

Feedback

The correct answer is: It allows consumers to chime in about their passions

Question 18
Correct
Mark 1.00 out of 1.00
Flag question

Question text

A difference between management and leadership can be defined in the following way:
Select one:
a. management is human capital, and leadership is directing staff;
b. management is getting things done, and leadership is deciding what needs to be done;
c. management is getting things done, and leadership is inspiring action taken by others,
d. management is a position of authority or power, and leadership is inspiring action taken by others.

Feedback

The correct answer is: management is getting things done, and leadership is inspiring action taken by others,

Question 19
Correct
Mark 1.00 out of 1.00
Flag question

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Question text

Selective perception is particularly important during the:
Select one:

a. Planning process

b. Organizing process
c. Controlling process
d. Leading process

Feedback

The correct answer is: Planning process

Question 20
Correct
Mark 1.00 out of 1.00
Flag question

Question text

Managers are responsible for getting activities completed efficiently and achieving the firm's goals by utilizing:
Select one:

a. Human, financial, and material resources

b. Information, human, and service resources
c. Human resources, organizational competitiveness, and organizational goals
d. Financial resources, top management, and organizational goals.

Feedback

The correct answer is: Human, financial, and material resources

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Final Exam (page 2 of 4) Home

Principles of Business Management (University of the People)

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Time left 1:11:37

Question 11

Not yet answered

Marked out of 1.00

Using a matrix structure will help to balance the benefits of product-based and traditional functional structures.

- a. True
- b. False

Clear my choice

Question 12

Not yet answered

Marked out of 1.00

The mission statement provides a bridge between the organization's vision and strategies.

- a. True
- b. False

Clear my choice

Question 13

Not yet answered

Marked out of 1.00

The following are basic functions of goals and objectives except:

- a. Unaligned efforts
- b. Report on performances
- c. Improve performances
- d. Manage accountabilities

Clear my choice

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Question 14

Not yet answered

Marked out of 1.00

Businesses should remove those managers and other powerful employees who act as a barrier to change.

- a. True
- b. False

Clear my choice

Question 15

Not yet answered

Marked out of 1.00

Interpersonal conflicts are very common in matrix organizational structures.

- a. True
- b. False

Clear my choice

Question 16

Not yet answered

Marked out of 1.00

Goals and objectives play an important role only in the planning stage.

- a. True
- b. False

Clear my choice

Question 17

Not yet answered

Marked out of 1.00

The absence of a lengthy employee handbook or detailed procedures always means that the company is less flexible and highly bureaucratic.

- a. True
- b. False

Clear my choice

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Question 18

Not yet answered

Marked out of 1.00

Which step in the principles of management framework is concerned with ensuring that everyone in the organization clearly understands the mission and vision statements?

- a. Leading
- b. Planning
- c. Controlling
- d. Organizing

Clear my choice

Question 19

Not yet answered

Marked out of 1.00

The following refers to superiority in competitive advantage, except:

- a. Low cost
- b. Customer service
- c. Product quality
- d. Unique style

Clear my choice

Question 20

Not yet answered

Marked out of 1.00

People tend to be more welcoming of the changes that are more favorable to them on a personal level.

- a. True
- b. False

Clear my choice

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Principles of Management, Graded Quiz Unit 3.

Principles of Business Management (University of the People)

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Question **1**

Not yet answered

Marked out of 1.00

Why should managers understand how visual perception may be biased?

Select one:

- a. Managers have a tendency to compare and contrast objects and people to each other.
- b. Managers are prone to errors and biases when perceiving themselves.
- c. Managers rely on their visual perception to form their opinions about people and objects around them.
- d. Bias in visual perception tends to interfere with customers' purchasing decisions.

Clear my choice

Question **2**

Not yet answered

Marked out of 1.00

Organizational citizenship behaviors can be understood as:

Select one:

- a. individual behaviors that are beneficial to the organization and not recognized by the formal reward system.
- b. individual behaviors that are beneficial to the organization and are recognized by the formal reward system.
- c. group behaviors that are beneficial to the organization and are recognized by the formal reward system.
- d. group behaviors that are beneficial to the organization and are not recognized by the formal reward system.

Clear my choice

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Question **3**

Not yet answered

Marked out of 1.00

Virtual companies present special leadership challenges because:

Select one:

- a. Emails, wikis and web meetings require special technological know how
- b. Employees are located in the same city but just not at one location
- c. Communication is not the most important aspect of the organization
- d. It's essential for leaders to keep people informed of what they are supposed to be doing and what other arms of the organization are doing.

Clear my choice

Question **4**

Not yet answered

Marked out of 1.00

People in societies where uncertainty avoidance is high want:

Select one:

- a. Are less rule-oriented
- b. Tolerate a variety of opinions
- c. Are open to change and taking risks
- d. Want strict rules, laws and policies

Clear my choice

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Question **5**

Not yet answered

Marked out of 1.00

Three different types of planning used in the function of management are:

Select one:

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- b. strategic, organizational design, and job design.
- c. job design, job enrichment, and teamwork.
- d. strategic, organizational design, and operational.

Clear my choice

Question **6**

Not yet answered

Marked out of 1.00

Focusing on some aspects of the environment and ignoring other elements is called:

Select one:

- a. Optical illusion
- b. Selective attention
- c. Visual perception
- d. Bias in perception

Clear my choice

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Question **7**

Not yet answered

Marked out of 1.00

Rather than to actual behaviors, attitudes are more strongly related to:

Select one:

- a. Intentions
- b. Values
- c. Psychology
- d. Stress

Clear my choice

Question **8**

Not yet answered

Marked out of 1.00

Believing that women are more cooperative than men, or men are more assertive than women, are examples of:

Select one:

- a. Categorizing
- b. Stereotyping
- c. Biasing
- d. Reality check

Clear my choice

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Question **9**

Not yet answered

Marked out of 1.00

Company structures which are hierarchical and decisions are made only by top managers represent:

Select one:

- a. High on power distance dimensions
- b. Low on power distance dimensions
- c. High on institutional collectivism
- d. Low on institutional collectivism

Clear my choice

Question **10**

Not yet answered

Marked out of 1.00

Environmental scanning is a:

Select one:

- a. Planning process
- b. Organizing process
- c. Leading process
- d. Controlling process

Clear my choice

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Question **11**

Not yet answered

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At work, two job attitudes that have the greatest potential to influence how we behave are:

Select one:

- a. Perception and bias
- b. Self perception and self efficacy
- c. Job satisfaction and job commitment
- d. Job satisfaction and self esteem

Clear my choice

Question **12**

Not yet answered

Marked out of 1.00

The difference between group and team is:

Select one:

- a. A collection of people is a group and not necessarily a team
- b. Complementary skills are found in a group but not a team
- c. The aim and purpose of a group is to perform in the workplace
- d. Groups are defined by their relatively small size.

Clear my choice

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Question **13**

Not yet answered

Marked out of 1.00

People in high-power distance societies expect:

Select one:

- a. Cooperative interaction across power levels
- b. Equality
- c. Opportunity for everyone
- d. Unequal power distribution and greater stratification

Clear my choice

Question **14**

Not yet answered

Marked out of 1.00

Managers are responsible for getting activities completed efficiently and achieving the firm's goals by utilizing:

Select one:

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Question **15**

Not yet answered

Marked out of 1.00

A way to test ideas in small steps is:

Select one:

- a. Experimentation
- b. Learning from past experience
- c. Learning from others
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Clear my choice

Question **16**

Not yet answered

Marked out of 1.00

The GLOBE project describes a project that includes all EXCEPT:

Select one:

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Clear my choice

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Question **17**

Not yet answered

Marked out of 1.00

Exit interviews are often conducted by:

Select one:

- a. Employee manager
- b. Human resources representative
- c. Outside consultants
- d. Top management

Clear my choice

Question **18**

Not yet answered

Marked out of 1.00

A difference between management and leadership can be defined in the following way:

Select one:

- a. management is human capital, and leadership is directing staff;
- b. management is getting things done, and leadership is deciding what needs to be done;
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Question **19**

Not yet answered

Marked out of 1.00

"The interests of one person should never take precedence over what is best for the company as a whole" is an explanation of which of Fayol's principles of management:

Select one:

- a. Unity of command
- b. Unity of direction
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Clear my choice

Question **20**

Not yet answered

Marked out of 1.00

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- c. We can send text instead of voice
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Clear my choice

◄ Self-Quiz Unit 3

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Principles of Management, Graded Quiz Unit 3.

Principles of Business Management (University of the People)

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Question **1**

Not yet answered

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Not yet answered

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Question **9**

Not yet answered

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Clear my choice

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Question **13**

Not yet answered

Marked out of 1.00

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Question **15**

Not yet answered

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Not yet answered

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- b. Unity of direction
- c. Subordination of individual interest
- d. Discipline

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- b. Increasing sophistication of phones
- c. We can send text instead of voice
- d. People are more connected and able to share more information

Clear my choice

◄ Self-Quiz Unit 3

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BUS 1101-01 Principles of Business Management Graded Quiz Unit 3

Introduction to Business (University of the People)

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BUS 1101-01 Principles of Business Management Graded Quiz Unit 3

Believing that women are more cooperative than men, or men are more assertive than women, are examples of:
Select one:

a.
Categorizing

b.
Stereotyping

c.
Biasing

d.
Reality check

Feedback

The correct answer is: Stereotyping

Question 2

Correct
Mark 1.00 out of 1.00
Flag question

Question text

Why should managers understand how visual perception may be biased?
Select one:

a.
Managers have a tendency to compare and contrast objects and people to each other.

b.
Managers are prone to errors and biases when perceiving themselves.

c.
Managers rely on their visual perception to form their opinions about people and objects around them.

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d.
Bias in visual perception tends to interfere with customers' purchasing decisions.

Feedback

The correct answer is: Managers rely on their visual perception to form their opinions about people and objects around them.

Question 3

Correct
Mark 1.00 out of 1.00
Flag question

Question text

The difference between group and team is:
Select one:

a.
A collection of people is a group and not necessarily a team

b.
Complementary skills are found in a group but not a team

c.
The aim and purpose of a group is to perform in the workplace

d.
Groups are defined by their relatively small size.

Feedback

The correct answer is: A collection of people is a group and not necessarily a team

Question 4

Incorrect
Mark 0.00 out of 1.00
Flag question

Question text

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Tactical planning is designed to develop:
Select one:

a.
specific action steps that support the strategic plan.

b.
specific action steps to develop the strategic plan.

c.
specific action steps to implement the strategic plan.

d.
the organization's mission and objectives for the strategic plan.

Feedback

The correct answer is: specific action steps to implement the strategic plan.

Question 5

Correct
Mark 1.00 out of 1.00
Flag question

Question text

Some companies maintain a physical presence on Facebook because:
Select one:

a.
Everyone else does

b.
It allows consumers to chime in about their passions

c.
Their employees insist the organizations have a presence on Facebook

d.
Their regular marketing needs are not met

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Feedback

The correct answer is: It allows consumers to chime in about their passions

Question 6

Correct
Mark 1.00 out of 1.00
Flag question

Question text

Three different types of planning used in the function of management are:
Select one:

a.
strategic, tactical, and operational,

b.
strategic, organizational design, and job design.

c.
job design, job enrichment, and teamwork.

d.
strategic, organizational design, and operational.

Feedback

The correct answer is: strategic, tactical, and operational,

Question 7

Correct
Mark 1.00 out of 1.00
Flag question

Question text

Tom Peters referred to “master paradox” as:
Select one:

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a.
Developing a level of comfort with complexity and ambiguity

b.
Bias for action

c.
Stick to the knitting

d.
Hands on value driven

Feedback

The correct answer is: Developing a level of comfort with complexity and ambiguity

Question 8

Correct
Mark 1.00 out of 1.00
Flag question

Question text

The best trait that predicts a person's work performance is:
Select one:

a.
Openness

b.
Conscientiousness

c.
Agreeableness

d.
Neuroticism

Feedback

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The correct answer is: Conscientiousness

Question 9

Correct
Mark 1.00 out of 1.00
Flag question

Question text

A way to test ideas in small steps is:
Select one:

a.
Experimentation

b.
Learning from past experience

c.
Learning from others

d.
Transferring knowledge

Feedback

The correct answer is: Experimentation

Question 10

Correct
Mark 1.00 out of 1.00
Flag question

Question text

A difference between management and leadership can be defined in the following way:
Select one:

a.

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management is human capital, and leadership is directing staff;

b.
management is getting things done, and leadership is deciding what needs to be done;

c.
management is getting things done, and leadership is inspiring action taken by others,

d.
management is a position of authority or power, and leadership is inspiring action taken by others.

Feedback

The correct answer is: management is getting things done, and leadership is inspiring action taken by others,

Question 11

Correct
Mark 1.00 out of 1.00
Flag question

Question text

Personality is a modest predictor of actual job performance, but a much better predictor of:
Select one:

a.
High quality relationships

b.
"g"

c.
Citizenship behaviors

d.
Job quantity

Feedback

The correct answer is: Citizenship behaviors

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Question 12

Correct
Mark 1.00 out of 1.00
Flag question

Question text

Virtual companies present special leadership challenges because:
Select one:

a.
Emails, wikis and web meetings require special technological know how

b.
Employees are located in the same city but just not at one location

c.
Communication is not the most important aspect of the organization

d.
It's essential for leaders to keep people informed of what they are supposed to be doing and what other arms of the organization are doing.

Feedback

The correct answer is: It's essential for leaders to keep people informed of what they are supposed to be doing and what other arms of the organization are doing.

Question 13

Correct
Mark 1.00 out of 1.00
Flag question

Question text

Someone who works at Procter & Gamble who is responsible for the production, marketing, and profitability of the Tide detergent product line is called a:
Select one:

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a.
department manager.

b.
line manager.

c.
team manager.

d.
supervisory manager.

Feedback

The correct answer is: line manager.

Question 14

Correct
Mark 1.00 out of 1.00
Flag question

Question text

Company structures which are hierarchical and decisions are made only by top managers represent:
Select one:

a.
High on power distance dimensions

b.
Low on power distance dimensions

c.
High on institutional collectivism

d.
Low on institutional collectivism

Feedback

The correct answer is: High on power distance dimensions

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Question 15

Correct
Mark 1.00 out of 1.00
Flag question

Question text

People in societies where uncertainty avoidance is high want:
Select one:

a.
Are less rule-oriented

b.
Tolerate a variety of opinions

c.
Are open to change and taking risks

d.
Want strict rules, laws and policies

Feedback

The correct answer is: Want strict rules, laws and policies

Question 16

Correct
Mark 1.00 out of 1.00
Flag question

Question text

People in high-power distance societies expect:
Select one:

a.
Cooperative interaction across power levels

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b.
Equality

c.
Opportunity for everyone

d.
Unequal power distribution and greater stratification

Feedback

The correct answer is: Unequal power distribution and greater stratification

Question 17

Correct
Mark 1.00 out of 1.00
Flag question

Question text

Focusing on some aspects of the environment and ignoring other elements is called:
Select one:

a.
Optical illusion

b.
Selective attention

c.
Visual perception

d.
Bias in perception

Feedback

The correct answer is: Selective attention

Question 18

Correct

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Mark 1.00 out of 1.00
Flag question

Question text

The penetration of mobile phones is changing the way we do business because:
Select one:

a.
The cost of phones is low

b.
Increasing sophistication of phones

c.
We can send text instead of voice

d.
People are more connected and able to share more information

Feedback

The correct answer is: People are more connected and able to share more information

Question 19

Correct
Mark 1.00 out of 1.00
Flag question

Question text

Exit interviews are often conducted by:
Select one:

a.
Employee manager

b.
Human resources representative

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c.
Outside consultants

d.
Top management

Feedback

The correct answer is: Human resources representative

Question 20

Correct
Mark 1.00 out of 1.00
Flag question

Question text

"The interests of one person should never take precedence over what is best for the company as a whole" is an explanation of which of Fayol's principles of management:
Select one:

a.
Unity of command

b.
Unity of direction

c.
Subordination of individual interest

d.
Discipline

Feedback

The correct answer is: Subordination of individual interest

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BUS 1101 final exam

Principles of Business Management (University of the People)

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When leaders motivate employees through inspiration, corporate culture tends to be:

Select one:

a.

More supportive and people-oriented

b.

Competitive and performance-oriented

c.

People or team-oriented

d.

Outcome-oriented and competitive

One method some companies use to improve the match between job candidate and the job is personality testing.

Select one:

True

False

Which of the following is true regarding functional structures?

Select one:

a.

Jobs are based on differences in functions

b.

Departments include manufacturing, finance, accounting, human resources and information technology

c.

Each person is trained to do several job functions.

d.

Each person handles specific transactions

Organizational change can take the form of which of the following?

Select one:

a.

Structure, strategy, policies, or culture

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b.

Change should be planned on quarterly basis and measured for progress

c.

Fundamentally, organizational change is a process that involved effective products or services

d.

Change should moderate so as to not disrupt corporate cultural norms..

In a learning organization, sharing knowledge quickly throughout the organization is the way to make everyone a smart, contributing member.

Select one:

True

False

Assessing performance through financial returns only provides information about how well the organization did prior to the assessment.

Select one:

True

False

Executives across the world believe that business has a responsibility to address issues like environmental concerns only so far as the law requires.

Select one:

True

False

The main challenge with fact-based objectives is that many firms find future opportunities in markets where there is an existing set of customers.

Select one:

True

False

In an organization in which high-level managers make the effort to involve others in decision making and seek opinions of others, corporate culture tends to be:

Select one:

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a.

More supportive and people-oriented

b.

Competitive and performance-oriented

c.

People or team-oriented

d.

Outcome-oriented and competitive

Cultures that emerge within different departments, branches, or geographic locations are called:

Select one:

a.

Subcultures

b.

Countercultures

c.

Stable cultures

d.

Bureaucratic cultures

Executive leaders do not play a large role in defining organizational culture.

Select one:

True

False

Exit interviews involve a meeting with the departing employee’s manager.

Select one:

True

False

A number of things organizations can do prior to change to prepare employees include

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which of the following?

Select one:

a.

Provide employees with HR support in the event they choose to leave the organization.

b.

Allow employees to participate

c.

Effectively communicate the pros and cons of the expected change.

d.

Unfreeze

Lewin’s change model includes which of the following steps?

Select one:

a.

Develop

b.

Make sure employees are receptive to change

c.

Build a coalition

d.

Inform employees that you are open to new ideas and that the the change may not be permanent

Imagination and improvement emphasize different approaches to creativity.

Select one:

True

False

The primary reason managers who start a new job fail, or either voluntarily leave or are fired, report not being able to:

Select one:

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a.

Form effective relationship with colleagues

b.

The company did not have a systematic approach to onboarding

c.

Did not seek feedback

d.

Did not gain understanding of whether their behavior fit with the company culture.

The type of bias people have depends on their personality.

Select one:

True

False

The strategy should flow directly from the mission, since the strategy is intended to achieve the mission and satisfy the organization's vision.

Select one:

True

False

Controlling involves ensuring that performance does not deviate from the mission of the organization.

Select one:

True

False

Companies with an innovative culture are characterized by all of the following EXCEPT:

Select one:

a.

Smaller organization

b.

Flat hierarchy

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c.

No use for titles

d.

Status distinctions tend to be downplayed

In the role of spokesperson, the manager disseminates the organization's information to the units and departments.

Select one:

True

False

Despite potential benefits, the disadvantages of a matrix structure include which of the following?

Select one:

a.

Power struggles or turf wars among managers are lessened, taking away an important source of new ideas and innovation.

b.

Managers will spend less effort coordinating their work, believing that someone else can pick-up the slack.

c.

Role ambiguity or role conflict is very low

d.

There is potential for interpersonal conflict with team members as well as with leaders

Goals are typically not set for the organization but for the stakeholders outside the organization.

Select one:

True

False

A cost-focus strategy is a low-cost, narrowly focused market strategy.

Select one:

True

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False

It is more common to see rewards tied to performance indicators as opposed to seniority or loyalty in companies whose cultures are:

Select one:

a.

Aggressive

b.

Innovative

c.

Outcome-oriented

d.

Team-oriented

In determining stakeholders who should be consulted as strategy is developed, companies often develop an incomplete list.

Select one:

True

False

A mission statement serves an important function for organizations as part of the POLC function:

Select one:

a.

Planning

b.

Organizing

c.

Leading

d.

Controlling

A disadvantage of formalization in organization structure is:

Select one:

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a.

Decision making is at a faster pace

b.

Formalized structure is associated with increased motivation and job satisfaction

c.

Strategic decision making occurs often

d.

Reduced innovativeness occurs because employees are used to behaving in a certain manner

Organizational culture is related to the POLC function of:

Select one:

a.

Planning

b.

Organizing

c.

Leading

d.

Controlling

Why do employees who participate in planning change efforts tend to have more positive opinions about the change?

Select one:

a.

They have the opportunity to reject the proposed change

b.

They will have the opportunity to know more than others about the change

c.

They will be able to convince customers the change was the right thing to do

d.

They will feel a sense of ownership of planned change and are more likely to be on board

Artifacts reflecting values of an organization include

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Select one:

a.

Mission statements

b.

An office layout that includes open spaces

c.

Shared principles

d.

Executive suites

All of the following are characteristics which describe learning organizations EXCEPT:

Select one:

a.

Learning organizations are good at learning from experience

b.

Some companies choose to conduct formal retrospective meetings to analyze the challenges encountered and areas for improvement

c.

Learning organizations hire only employees who are willing to learn from past mistakes

d.

Learning organizations are good at studying customer habits to generate ideas

An example of a company that is a modular organization is:

Select one:

a.

Toyota

b.

Nike

c.

3M

d.

Starbucks

The GRI guidelines are intended to complement GAAP by providing the basis for credibility and precision in financial reporting.

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Select one:

True

False

Within the strategic plans that are decided, divisional and business unit managers do not have considerable freedom to adjust, adapt, and experiment.

Select one:

True

False

The foundation of many capabilities lies in the skills and knowledge of a firm's stockholders.

Select one:

True

False

An example of a company that utilizes the matrix organization successfully is:

Select one:

a.

Starbucks

b.

Nike

c.

3M

d.

Ben and Jerry's

The following are tips which allow one to more accurately gauge the culture of a company EXCEPT:

Select one:

a.

Do your research

b.

Observe the physical environment

c.

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Ask questions

d.

Read the mission and value statements

Fayol, Taylor and the Gilbreths presumed that managers were not overseeing manual labor tasks.

Select one:

True

False

Empowerment is the process of authorizing an individual to think, behave, take action, and control work and decision making in an organization.

Select one:

True

False

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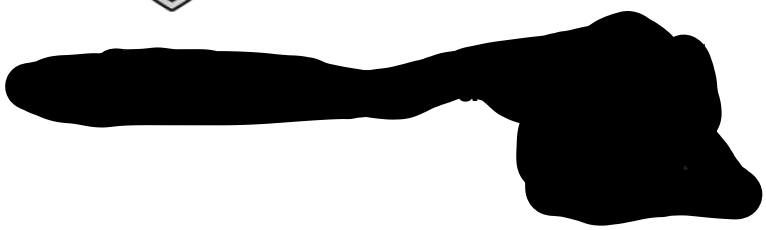

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Started on	Sunday, 15 August 2021, 3:03 AM
State	Finished
Completed on	Sunday, 15 August 2021, 4:14 AM
Time taken	1 hour 11 mins
Marks	36.00/40.00
Grade	**90.00** out of 100.00

Question 1

Correct Mark 1.00 out of 1.00

Goals and objectives provide a form of control since they create a feedback opportunity regarding how well or how poorly the organization is executing its strategy.

Select one:

- True ✓
- False

The correct answer is 'True'.

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Question 2

Correct Mark 1.00 out of 1.00

Strategy formulation is an essential component of the POLC framework:

Select one:

- a. Planning ✓
- b. Organizing
- c. Leading
- d. Controlling

The correct answer is: Planning

Question 3

Correct Mark 1.00 out of 1.00

The role of goals and objectives are achieved only in the planning stage.

Select one:

- True
- False ✓

The correct answer is 'False'.

Question 4

Correct Mark 1.00 out of 1.00

Leaders are instrumental in creating and changing an organization’s culture.

Select one:

- True ✓
- False

The correct answer is 'True'.

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Question 5

Correct Mark 1.00 out of 1.00

Research reveals a consistent link between personality and absenteeism.

Select one:

- True
- False ✓

The correct answer is 'False'.

Question 6

Correct Mark 1.00 out of 1.00

Having role ambiguity and experiencing conflicting role demands are related to higher job performance.

Select one:

- True
- False ✓

The correct answer is 'False'.

Question 7

Correct Mark 1.00 out of 1.00

When engaging in job design or enrichment, a manager should consider:

Select one:

- a. Autonomy in relations to employee personality
- b. Freedom relative to employee personality
- c. Personality in relation to work behavior ✓
- d. Personality in relation to job design

The correct answer is: Personality in relation to work behavior

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Question 8

Correct Mark 1.00 out of 1.00

Effective controlling requires the existence of plans,

Select one:

- a. since planning provides the necessary performance standards or objectives. ✓
- b. since understanding the mission of the organization requires strategic plan.
- c. since control techniques are budget and performance audits.
- d. since managers must show compliance with company policies.

The correct answer is: since planning provides the necessary performance standards or objectives.

Question 9

Correct Mark 1.00 out of 1.00

When a company has a diverse product line, each product will have unique demands, deeming divisional structures more useful.

Select one:

- True ✓
- False

The correct answer is 'True'.

Question 10

Correct Mark 1.00 out of 1.00

Teamwork is a common theme of organizational citizenship behavior.

Select one:

- True
- False ✓

The correct answer is 'False'.

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Question 11

Correct Mark 1.00 out of 1.00

Many companies that are not virtual use the principles of a virtual organization as:

Select one:

- a. A way to structure their ideas
- b. A way to structure the work of distributed teams ✓
- c. A way to develop teams
- d. A way to develop new projects

The correct answer is: A way to structure the work of distributed teams

Question 12

Correct Mark 1.00 out of 1.00

The monitoring step of the mission and vision statements development process is analogous to which step of the principles of management framework?

Select one:

- a. Planning
- b. Organizing
- c. Leading
- d. Controlling ✓

The correct answer is: Controlling

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Question 13

Correct Mark 1.00 out of 1.00

Managers need to consider the individual and the situation when making:

Select one:

- a. Organizing decisions about the job ✓
- b. Leading decisions about the organization
- c. Controlling decisions about the departments
- d. Planning decisions about the strategies of the company

The correct answer is: Organizing decisions about the job

Question 14

Correct Mark 1.00 out of 1.00

In countries with low institutional collectivism:

Select one:

- a. Emphasize individual achievement ✓
- b. Reward groups rather than individuals
- c. Tolerate diversity of ideas
- d. Encourage hierarchical decision-making

The correct answer is: Emphasize individual achievement

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Question 15

Correct Mark 1.00 out of 1.00

Not all organizations need strategies to survive and thrive.

Select one:

- True
- False ✓

The correct answer is 'False'.

Question 16

Incorrect Mark 0.00 out of 1.00

Monitor, disseminator, and spokesperson are the three decisional managerial roles in an organization.

Select one:

- True ✗
- False

The correct answer is 'False'.

Question 17

Correct Mark 1.00 out of 1.00

Believing that women are more cooperative than men, or men are more assertive than women, are examples of:

Select one:

- a. Categorizing
- b. Stereotyping ✓
- c. Biasing
- d. Reality check

The correct answer is: Stereotyping

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Question 18

Correct Mark 1.00 out of 1.00

Job attitudes are more related to citizenship behavior than they are to job performance.

Select one:

- True ✓
- False

The correct answer is 'True'.

Question 19

Incorrect Mark 0.00 out of 1.00

Firms utilizing a competitive scope strategy can tailor advertising and promotional efforts to a particular market niche.

Select one:

- True ✗
- False

The correct answer is 'False'.

Question 20

Correct Mark 1.00 out of 1.00

Organizational culture will act as a self-defending organism where intrusive elements are kept out.

Select one:

- True ✓
- False

The correct answer is 'True'.

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Question 21

Correct Mark 1.00 out of 1.00

A useful personal mission and vision statement should include all of the following EXCEPT:

Select one:

- a. What you wish to accomplish
- b. What you would like to contribute
- c. What qualities you would like to develop
- d. What career you would like to take ✓

The correct answer is: What career you would like to take

Question 22

Correct Mark 1.00 out of 1.00

Stereotypes are generalizations based on an individual characteristics

Select one:

- True
- False ✓

The correct answer is 'False'.

Question 23

Correct Mark 1.00 out of 1.00

One approach to focusing is to service either industrial buyers or consumers, but not both.

Select one:

- True ✓
- False

The correct answer is 'True'.

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Question 24

Correct Mark 1.00 out of 1.00

Two companies well known for their strong CSR orientations are:

Select one:

- a. Proctor & Gamble and Craigslist
- b. Ben & Jerry's and Proctor & Gamble
- c. Ben & Jerry's and S.C. Johnson ✓
- d. S.C. Johnson and Proctor & Gamble

The correct answer is: Ben & Jerry's and S.C. Johnson

Question 25

Correct Mark 1.00 out of 1.00

Cost leaders must maintain their marketing or face the possible entry of more cost-effective competitors.

Select one:

- True
- False ✓

The correct answer is 'False'.

Question 26

Correct Mark 1.00 out of 1.00

Lateral thinking can generate completely new concepts and ideas, and brilliant improvements to existing systems.

Select one:

- True ✓
- False

The correct answer is 'True'.

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Question 27

Correct Mark 1.00 out of 1.00

According to Fayol, orderliness refers to:

Select one:

- a. The environment
- b. Policies and the environment
- c. Materials and environment
- d. Environment, materials and policies ✓

The correct answer is: Environment, materials and policies

Question 28

Correct Mark 1.00 out of 1.00

According to the principles of visionary leadership, the essentials for successful revolution include all EXCEPT:

Select one:

- a. Physical systems
- b. Cultural systems ✓
- c. Organizational systems
- d. Behavioral systems

The correct answer is: Cultural systems

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Question 29

Correct Mark 1.00 out of 1.00

It is important to note that the concept of strategy is relevant to only large, public companies like GE.

Select one:

- True
- False ✓

The correct answer is 'False'.

Question 30

Correct Mark 1.00 out of 1.00

The low cost of computers compared to phones puts them in the hands of more people around the worl~

Select one:

- True
- False ✓

The correct answer is 'False'.

Question 31

Correct Mark 1.00 out of 1.00

Functional structures tend to be effective when an organization has a large number of products and services requiring special attention

Select one:

- True
- False ✓

The correct answer is 'False'.

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Question 32

Correct

Mark 1.00 out of 1.00

In an example of a matrix structure at a software development company, business analysts, developers, and testers each report to a functional department manager and to a project manager simultaneously.

Select one:

- True ✓
- False

The correct answer is 'True'.

Question 33

Correct

Mark 1.00 out of 1.00

Organizational commitment is the unemotional attachment people have toward the company they work for.

Select one:

- True
- False ✓

The correct answer is 'False'.

Question 34

Correct

Mark 1.00 out of 1.00

According to Peters and Waterman, productivity through people means treating rank-and-file employees as a source of productivity.

Select one:

- True
- False ✓

The correct answer is 'False'.

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Question 35

Incorrect Mark 0.00 out of 1.00

A group is a cohesive coalition of people working together to achieve an agenda

Select one:

- True ✗
- False

The correct answer is 'False'.

Question 36

Correct Mark 1.00 out of 1.00

The purpose of diversification is:

Select one:

- a. To capture more consumers
- b. To satisfy the mission and vision
- c. To build a portfolio of businesses much like a portfolio of stock
- d. To spread out risk and opportunities over a larger set of businesses ✓

The correct answer is: To spread out risk and opportunities over a larger set of businesses

Question 37

Correct Mark 1.00 out of 1.00

Mechanistic structures limit individual autonomy and self determination which will likely lead to lower levels of intrinsic motivation on the job.

Select one:

- True ✓
- False

The correct answer is 'True'.

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Question 38

Correct Mark 1.00 out of 1.00

Biased visual perception may not necessarily lead to the wrong inferences about the people and objects around us.

Select one:

- True
- False ✓

The correct answer is 'False'.

Question 39

Incorrect Mark 0.00 out of 1.00

Goals and objectives are not a basis for reward systems.

Select one:

- True ✗
- False

The correct answer is 'False'.

Question 40

Correct Mark 1.00 out of 1.00

By the end of 2008, 60% of the world's population was using mobile phones.

Select one:

- True ✓
- False

The correct answer is 'True'.

◀ Learning Guide Unit 9

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Final Exam ►

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BUS1101 Final exam Study Guide

Principles of Business Management (University of the People)

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Chapter 1

1. The principles of management: are the means by which you actually manage, that is, get things done through others—individually, in groups, or in organizations.

2. The fundamental notion of principles of management was developed by French management theorist Henri Fayol (1841–1925).

3. Managers are required in all the activities of organizations: budgeting, designing, selling, creating, financing, accounting, and artistic presentation; the larger the organization, the more managers are needed. Everyone employed in an organization is affected by management principles, processes, policies, and practices as they are either a manager or a subordinate to a manager, and usually they are both.

4. Monitor, disseminator, and spokesperson are the three decisional managerial roles in an organization.

5. Planning is the function of management that involves setting objectives and determining a course of action for achieving these objectives.

6. Leadership: the social and informal sources of influence that you use to inspire action taken by others.

7. P&G recruits and promotes those individuals who demonstrate success through influence rather than direct or coercive authority.

8. Decisions made about the structure of an organization are generally referred to as operational planning decisions.

9. All organizations need strategies to survive and thrive. Effective controlling requires the existence of plans, since planning provides the necessary performance standards or objectives.

10. Strategic management - is the body of knowledge that answers questions about the development and implementation of good strategies. A manager must understand the compatibility of individual and group performance with respect to goals and objectives.

11. Leading involves the social and informal sources of influence that you use to inspire action taken by others. to become effective at leading, managers must first understand their subordinates' personalities, values, attitudes, and emotions.

12. Organizing also involves the design of individual jobs within the organization. Decisions must be made about the duties and responsibilities of individual jobs, as well as the manner in which the duties should be carried out.

13. Organizing at the level of the organization involves deciding how best to departmentalize, or cluster, jobs into departments to coordinate effort effectively. There are many different ways to departmentalize, including organizing by function, product, geography, or customer. Many larger organizations use multiple methods of departmentalization.

Common arguments against corporate social responsibility argue that:

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Select one:

- a. CSR detracts from the fundamental economic role of businesses.
- b. CSR does not achieve a triple bottom line.
- c. there is no positive relationship between CSR and shareholder returns.
- d. there are no financial benefits of social or environmental initiatives.

Question 7

Teamwork is a common theme of organizational citizenship behavior.

Select one:

- True
- False

Question 8

A group is a cohesive coalition of people working together to achieve an agenda:

Select one:

- True
- False

Question 9

The purpose of assembling a team is:

Select one:

- a. To work on agendas in the context of a group
- b. To accomplish bigger goals than any that would be possible for the individual working alone
- c. To increase mutual cooperation between competing factions
- d. Gather together a group of individuals and mold them into an effective team

Clear my choice

Question 10

Environmental scanning is the act of analyzing the critical external contingencies facing an organization in terms of:

Select one:

- a. economic conditions, employees capabilities, and stakeholders.
- b. economic conditions, competitors, and customers.
- c. competitors, and economic and financial capabilities.

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d. stakeholders, community conditions and customers.

Question 11

In decentralized companies, decisions are made and problems are solved at lower levels by employees who are closer to the problem in question.

Select one:

True

False

Question 12

Functional structures tend to be effective when an organization has a large number of products and services requiring special attention

Select one:

True

False

Question 13

In centralized companies, many important decisions are made at lower levels of the hierarchy.

Select one:

True

False

Question 14

Research indicates that flat organizations provide greater need satisfaction for employees, and greater levels of self-actualization.

Select one:

True

False

Question 15

Some employees are more comfortable in a centralized organization where their manager confidently gives instructions and makes decisions.

Select one:

True

False

Question 16

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Formalized structures are those in which there are few rules and regulations.

Select one:

- True
- False

Question 17

In a matrix structure, product managers have control and say over product related matters, while department managers have authority over matters related to company policy.

Select one:

- True
- False

Question 18

In an example of a matrix structure at a software development company, business analysts, developers, and testers each report to a functional department manager and to a project manager simultaneously.

Select one:

- True
- False

Question 19

Decentralized companies give more authority to a higher-level employee, resulting in a sense of empowerment.

Select one:

- True
- False

Question 20

Decisions can be made more quickly in centralized companies

Select one:

- True
- False

Question 21

A mission statement serves an important function for organizations as part of the POLC function:

Select one:

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- a. Planning
- b. Organizing
- c. Leading
- d. Controlling

Question 22

Managers are responsible for getting activities completed efficiently and achieving the firm's goals by utilizing:

Select one:

- a. Human, financial, and material resources
- b. Information, human, and service resources
- c. Human resources, organizational competitiveness, and organizational goals
- d. Financial resources, top management, and organizational goals.

Question 23

The purpose of assembling a team is:

Select one:

- a. To work on agendas in the context of a group
- b. To accomplish bigger goals than any that would be possible for the individual working alone
- c. To increase mutual cooperation between competing factions
- d. Gather together a group of individuals and mold them into an effective team

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BUS 1101 Final Review

Question **1**
Not answered
Marked out of 1.00
Flag question
Question text
In an example of a matrix structure at a software development company, business analysts, developers, and testers each report to a functional department manager and to a project manager simultaneously.
Select one:
True
False
Feedback
The correct answer is 'True'.

Question **2**
Not answered
Marked out of 1.00
Flag question
Question text
Many nations have signed the Kyoto Protocol on climate change and pledged to begin the long process of reducing greenhouse gas emissions.
Select one:
True
False
Feedback
The correct answer is 'True'.

Question **3**
Not answered
Marked out of 1.00
Flag question
Question text
The best strategies, corporate and business, are based on a thorough SWOT analysis.
Select one:
True
False
Feedback
The correct answer is 'True'.

Question **4**
Not answered
Marked out of 1.00
Flag question
Question text
In centralized companies, many important decisions are made at lower levels of the hierarchy.
Select one:

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True
False
Feedback
The correct answer is 'False'.

Question **5**
Not answered
Marked out of 1.00
Flag question
Question text
A mission statement serves an important function for organizations as part of the POLC function:
Select one:
a.
Planning
b.
Organizing
c.
Leading
d.
Controlling
Feedback
The correct answer is: Planning

Question **6**
Not answered
Marked out of 1.00
Flag question
Question text
Centralization refers to decision-making by:
Select one:
a.
Management
b.
Employee
c.
Management and employee
d.
Team of managers
Feedback
The correct answer is: Management

Question **7**
Not answered
Marked out of 1.00
Flag question
Question text
Stakeholder analysis may also enable managers to identify other parties that might support well-formulated strategies.
Select one:

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True
False
Feedback
The correct answer is 'True'.

Question **8**
Not answered
Marked out of 1.00
Flag question
Question text
The major diversification strategy through which products are produced that are technically similar to the company’s current products but appeal to a new consumer group is:
Select one:
a.
Concentric diversification
b.
Hierarchical diversification
c.
Conglomerate diversification
d.
Horizontal diversification
Feedback
The correct answer is: Concentric diversification

Question **9**
Not answered
Marked out of 1.00
Flag question
Question text
The purpose of diversification is:
Select one:
a.
To capture more consumers
b.
To satisfy the mission and vision
c.
To build a portfolio of businesses much like a portfolio of stock
d.
To spread out risk and opportunities over a larger set of businesses
Feedback
The correct answer is: To spread out risk and opportunities over a larger set of businesses

Question **10**
Not answered
Marked out of 1.00
Flag question
Question text

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Mission and vision development are analogous to which step in the principles of management framework:
Select one:
a.
Planning
b.
Organizing
c.
Leading
d.
Controlling
Feedback
The correct answer is: Planning

Question **11**
Not answered
Marked out of 1.00
Flag question
Question text
In order to effectively manage organizational behavior, it is helpful to have an understanding of different employees' personality.
Select one:
True
False
Feedback
The correct answer is 'True'.

Question **12**
Not answered
Marked out of 1.00
Flag question
Question text
Not all organizations need strategies to survive and thrive.
Select one:
True
False
Feedback
The correct answer is 'False'.

Question **13**
Not answered
Marked out of 1.00
Flag question
Question text
Organizational commitment is the unemotional attachment people have toward the company they work for.
Select one:
True
False
Feedback

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The correct answer is 'False'.

Question **14**

Not answered

Marked out of 1.00

Flag question

Question text

The content of the mission and vision statements process is analogous to which step in the principles of management framework:

Select one:

a.
Planning

b.
Organizing

c.
Leading

d.
Controlling

Feedback

The correct answer is: Organizing

Question **15**

Not answered

Marked out of 1.00

Flag question

Question text

In some countries, it is considered rude to say “no”.

Select one:

True

False

Feedback

The correct answer is 'True'.

Question **16**

Not answered

Marked out of 1.00

Flag question

Question text

Teams that experience unforeseen changes in their tasks do well if they are populated with people high in:

Select one:

a.
Conscientiousness

b.
Agreeableness

c.
Originality

d.
Openness

Feedback

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The correct answer is: Openness

Question **17**
Not answered
Marked out of 1.00
Flag question
Question text
Organizations that successfully align human resources management with mission and vision accomplishment do so by integrating SHRM into the organizing process.
Select one:
True
False
Feedback
The correct answer is 'False'.

Question **18**
Not answered
Marked out of 1.00
Flag question
Question text
The Gilbreths are most famous for:
Select one:
a.
Standardization of work
b.
Times studies
c.
Productivity reports
d.
Time and motion studies
Feedback
The correct answer is: Time and motion studies

Question **19**
Not answered
Marked out of 1.00
Flag question
Question text
Common arguments against corporate social responsibility argue that:
Select one:
a.
CSR detracts from the fundamental economic role of businesses.
b.
CSR does not achieve a triple bottom line.
c.
there is no positive relationship between CSR and shareholder returns.
d.
there are no financial benefits of social or environmental initiatives.
Feedback

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The correct answer is: CSR detracts from the fundamental economic role of businesses.

Question **20**
Not answered
Marked out of 1.00
Flag question
Question text
Research indicates that flat organizations provide greater need satisfaction for employees, and greater levels of self-actualization.
Select one:
True
False
Feedback
The correct answer is 'True'.

Question **21**
Not answered
Marked out of 1.00
Flag question
Question text
There are two decisional managerial roles in an organization.
Select one:
True
False
Feedback
The correct answer is 'False'.

Question **22**
Not answered
Marked out of 1.00
Flag question
Question text
Organizational design is used to match the form of the organization as closely as possible to the vision of the organization.
Select one:
True
False
Feedback
The correct answer is 'False'.

Question **23**
Not answered
Marked out of 1.00
Flag question
Question text
A firm’s strategy includes which of the following:
Select one:
a.
Captures how vision and mission will be achieved
b.
Communicates to stakeholders the hierarchical corporate structure.

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c.
Sets specific operating procedures to be followed by front line managers.
d.
Establishes systems and processes used to implement the goals and objectives
Feedback
The correct answer is: Captures how vision and mission will be achieved

Question **24**
Not answered
Marked out of 1.00
Flag question
Question text
What kind of expertise do supply chain masters need at Intel?
Select one:
a.
Science, communication, engineering
b.
Statistics, risk management and modeling
c.
Transportation planning, green energy, and global supply
d.
Math, science and engineering
Feedback
The correct answer is: Statistics, risk management and modeling

Question **25**
Not answered
Marked out of 1.00
Flag question
Question text
Good vision statements need to create some dissonance with the status quo of an organization.
Select one:
True
False
Feedback
The correct answer is 'True'.

Question **26**
Not answered
Marked out of 1.00
Flag question
Question text
Conscientiousness is the one personality trait that uniformly predicts:
Select one:
a.
How highly adaptable to change a person is
b.
How highly motivated a person is to learn a new skill

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c.
How highly detailed a person will be
d.
How highly performance oriented a person will be
Feedback
The correct answer is: How highly performance oriented a person will be

Question **27**
Not answered
Marked out of 1.00
Flag question
Question text
Consciously creating an environment where passion is both encouraged and developed starts at the top through the communication of mission and vision.
Select one:
True
False
Feedback
The correct answer is 'True'.

Question **28**
Not answered
Marked out of 1.00
Flag question
Question text
The term social movement refers to a type of group that:
Select one:
a.
Imitates corporations to improve employee morale in organizations
b.
Is focused on specific political or social issues
c.
Mimic society
d.
Performs activities outside the workplace
Feedback
The correct answer is: Is focused on specific political or social issues

Question **29**
Not answered
Marked out of 1.00
Flag question
Question text
When a scorecard is disseminated, strategy becomes a tool specifically for top management.
Select one:
True
False
Feedback

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The correct answer is 'False'.

Question **30**

Not answered

Marked out of 1.00

Flag question

Question text

Firms utilizing a competitive scope strategy can tailor advertising and promotional efforts to a particular market niche.

Select one:

True

False

Feedback

The correct answer is 'False'.

Question **31**

Not answered

Marked out of 1.00

Flag question

Question text

Organizational culture will act as a self-defending organism where intrusive elements are kept out.

Select one:

True

False

Feedback

The correct answer is 'True'.

Question **32**

Not answered

Marked out of 1.00

Flag question

Question text

Self-development, individual initiative and organizational loyalty are:

Select one:

a.

Necessary in current principles of behavior in organizations

b.

Examples of organizational citizenship behaviors

c.

In-role performance standards

d.

CSR standards for individual performance

Feedback

The correct answer is: Examples of organizational citizenship behaviors

Question **33**

Not answered

Marked out of 1.00

Flag question

Question text

The structure of an organization is usually represented:

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Select one:
a.
in the job design.
b.
in the chain of command
c.
in the operational plan.
d.
in the tactical plan.
Feedback
The correct answer is: in the chain of command
Question **34**
Not answered
Marked out of 1.00
Flag question
Question text
OhmyNews is a popular newspaper that:
Select one:
a.
Is written by 60 citizen reporters
b.
Is written by 60,000 citizen reporters
c.
Is written by 600 citizen reporters
d.
Is written by 6 citizen reporters
Feedback
The correct answer is: Is written by 60,000 citizen reporters
Question **35**
Not answered
Marked out of 1.00
Flag question
Question text
Countries with low institutional collectivism emphasize individual achievement and rewards.
Select one:
True
False
Feedback
The correct answer is 'True'.
Question **36**
Not answered
Marked out of 1.00
Flag question
Question text
Monitor, disseminator, and spokesperson are the three decisional managerial roles in an organization.

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Select one:
True
False
Feedback
The correct answer is 'False'.

Question **37**
Not answered
Marked out of 1.00
Flag question
Question text
Strategy is a pattern of resource allocation choices and organizational arrangements that result from managerial decision making.
Select one:
True
False
Feedback
The correct answer is 'True'.

Question **38**
Not answered
Marked out of 1.00
Flag question
Question text
Strategy encourages actions that support the culture of the organization.
Select one:
True
False
Feedback
The correct answer is 'False'.

Question **39**
Not answered
Marked out of 1.00
Flag question
Question text
The supplies needed for nominal group technique includes all EXCEPT:
Select one:
a.
Flip chart
b.
Masking tape
c.
3x5 cards for each participant
d.
A computer
Feedback
The correct answer is: A computer

Question **40**
Not answered

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Marked out of 1.00
Flag question
Question text
Environmental scanning is the act of analyzing the critical external contingencies facing an organization in terms of:
Select one:
a.
economic conditions, employees capabilities, and stakeholders.
b.
economic conditions, competitors, and customers.
c.
competitors, and economic and financial capabilities.
d.
stakeholders, community conditions and customers.
Feedback
The correct answer is: economic conditions, competitors, and customers.

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BUS 1101 Graded Quiz Unit 6

Principles of Business Management (University of the People)

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Started on	Sunday, 9 October 2022, 10:33 AM
State	Finished
Completed on	Sunday, 9 October 2022, 11:02 AM
Time taken	29 mins 14 secs
Marks	19.00/20.00
Grade	**95.00** out of 100.00

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Question **1**

Correct

Mark 1.00 out of 1.00

Human resources management alignment means:

Select one:

- a. To integrate employees with goals, mission and vision
- b. To integrate HR with the culture of the organization
- c. To integrate decisions about people with decisions about the results of an organization ✔
- d. Integrate management and employee performance goals

The correct answer is: To integrate decisions about people with decisions about the results of an organization

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Question **2**

Incorrect

Mark 0.00 out of 1.00

The Starbucks mission statement describes guiding principles and the organization's:

Select one:

- a. Corporate structure
- b. Values
- c. Employee and customer focus
- d. Corporate social responsibility statement

The correct answer is: Values

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Question **3**

Correct

Mark 1.00 out of 1.00

Among the top motivators driving corporations to engage in CSR include all of the following reasons EXCEPT:

Select one:

- a. Meeting or exceeding budget ✔
- b. Ethical considerations
- c. Innovation and learning
- d. Employee motivation

The correct answer is: Meeting or exceeding budget

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Question **4**

Correct

Mark 1.00 out of 1.00

A Balanced Scorecard relies on which of the following processes to bind short-term activities to long-term activities?:

Select one:

- a. Communcating the vision
- b. Performance metrics
- c. Communicating and linking ✔
- d. Succession planning

The correct answer is: Communicating and linking

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Question **5**

Correct

Mark 1.00 out of 1.00

Goals and objectives serve to accomplish all of the following EXCEPT:

Select one:

- a. Gauge and report performance
- b. Improve performance
- c. Align effort
- d. Align goals with objectives ✔

The correct answer is: Align goals with objectives

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Question **6**

Correct

Mark 1.00 out of 1.00

Which of the following is NOT one of the areas you should think about when having your own performance reviewed:

Select one:

- a. Preparation for the review
- b. What to do if the review is negative
- c. What should you ultimately take away from the review
- d. Who should conduct the review ✔

The correct answer is: Who should conduct the review

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Question **7**

Correct

Mark 1.00 out of 1.00

Objectives typically include which of the following:

Select one:

- a. Be related directly to the values of the company
- b. Reflect in the strategic plan
- c. Be clear, concise, and understandable ✔
- d. Be stated in terms of the corporate mission

The correct answer is: Be clear, concise, and understandable

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Question **8**

Correct

Mark 1.00 out of 1.00

For a differentiation strategy to be effective, the product difference should NOT be based on:

Select one:

- a. Product design
- b. Method of distribution
- c. Price ✔
- d. Broad market group of consumers

The correct answer is: Price

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Question **9**

Correct

Mark 1.00 out of 1.00

How are shareholders affected by a firm's strategies?

Select one:

- a. Their wealth increases or decreases with firm's actions ✔
- b. Their interests increase or decrease with firm's actions
- c. Their participation increases or decreases with firm's actions
- d. Their decisions influence the firm's strategies.

The correct answer is: Their wealth increases or decreases with firm's actions

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Question **10**

Correct

Mark 1.00 out of 1.00

While there are different schools of thought about how strategy comes about, researchers generally agree the common characteristic across successful organizations is:

Select one:

- a. Strategy trade-off
- b. Strategic focus ✔
- c. Strategic process
- d. Strategy discipline

The correct answer is: Strategic focus

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Question **11**

Correct

Mark 1.00 out of 1.00

According to Mintzberg, the percent of intended strategy realized is:

Select one:

- a. Less than 10
- b. 10-30 ✔
- c. 30-50
- d. more than 50

The correct answer is: 10-30

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◄ Self-Quiz Unit 6 Jump to... Learning Guide Unit 7 ►

Question **12**

Correct

Mark 1.00 out of 1.00

Using Porter's analysis, firms are likely to generate higher profits if the industry includes which of the following?

Select one:

- a. Difficult to enter ✔
- b. Unlimited rivalry
- c. Buyers are strong
- d. There are many substitutes

The correct answer is: Difficult to enter

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Question **13**

Correct

Mark 1.00 out of 1.00

Strategy formulation answers the question:

Select one:

- a. How do we execute a chosen strategy?
- b. What should our strategy be? ✔
- c. Where does strategy fit in?
- d. How is strategy applied to me?

The correct answer is: What should our strategy be?

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Question **14**

Correct

Mark 1.00 out of 1.00

KPMG's 2008 Report on U.S. Firm CSR practices found the top drivers for CSR include which of the following?

Select one:

- a. Experience of CEO
- b. Nature of industry
- c. Innovation and learning ✔
- d. Transparency and accountability

The correct answer is: Innovation and learning

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Question **15**

Correct

Mark 1.00 out of 1.00

Controlling consists of the following steps EXCEPT:

Select one:

- a. Write a mission and vision statement ✔
- b. Establish performance standards
- c. Compare actual performance against standards
- d. Take corrective action

The correct answer is: Write a mission and vision statement

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Question **16**

Correct

Mark 1.00 out of 1.00

Experts from GreenBiz.com say the Balanced Scorecard opportunities are used in CSR because of all of the following EXCEPT:

Select one:

- a. The Balanced Scorecard is a recognized and established management tool
- b. The Balanced Scorecard is well positioned to support a knowledge-building effort to help organizations make their CSR values and visions a reality
- c. The Balanced Scorecard enables individuals to make daily decisions based upon values and metrics
- d. The Balanced Scorecard is a focused set of key financial indicators. ✔

The correct answer is: The Balanced Scorecard is a focused set of key financial indicators.

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Question **17**

Correct

Mark 1.00 out of 1.00

The performance plan will include a section that identifies all of the following EXCEPT:

Select one:

- a. Expectations of how employees deal with problems
- b. The reward or promotion objectives ✔
- c. How the employees interact with internal and external customers
- d. How proactive the employees are in respect to changing work

The correct answer is: The reward or promotion objectives

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Question **18**

Correct

Mark 1.00 out of 1.00

One MBO criticism is:

Select one:

- a. That it seemed disconnected from a firm's strategy ✔
- b. Linked employee goals to corporate goals
- c. Did not place managers into a rigid enough performance system
- d. Tied achievement to compensation and promotion

The correct answer is: That it seemed disconnected from a firm's strategy

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Question **19**

Correct

Mark 1.00 out of 1.00

All of the following describe Lateral EXCEPT:

Select one:

- a. Changing patterns and perceptions
- b. Not necessary for creativity but helpful ✔
- c. Draws on the right side of our brains
- d. About ideas that may not be obtainable by using only traditional step-by-step logic

The correct answer is: Not necessary for creativity but helpful

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Question **20**

Correct

Mark 1.00 out of 1.00

Firms that do the product leadership strategy well include which of the following factors:

Select one:

- a. Do not focus on innovation
- b. Have superb operations and execution
- c. Are in stagnant markets
- d. Focus on development, innovation, design, and time to market ✔

The correct answer is: Focus on development, innovation, design, and time to market

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BUS 1101 Practice EXAM

Principles of Business Management (University of the People)

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BUS 1101 PRACTICE EXAM

Question **1**
Not answered
Marked out of 1.00
Flag question
Question text
Having role ambiguity and experiencing conflicting role demands are related to higher job performance.
Select one:
True
False
Feedback
The correct answer is 'False'.

Question **2**
Not answered
Marked out of 1.00
Flag question
Question text
Stakeholder analysis may also enable managers to identify other parties that might support well-formulated strategies.
Select one:
True
False
Feedback
The correct answer is 'True'.

Question **3**
Not answered
Marked out of 1.00
Flag question
Question text
Mission and vision development are analogous to which step in the principles of management framework:
Select one:
a.
Planning
b.
Organizing
c.
Leading
d.
Controlling
Feedback
The correct answer is: Planning

Question **4**
Not answered
Marked out of 1.00

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Flag question

Question text

Strategy is the concept of how an organization will achieve its objectives; therefore strategic management is:

Select one:

a.
knowledge to help in the development and implementation of strategies.

b.
definitions to help in the development and implementation of good strategies.

c.
processes to help the organization in the development of strategies.

d.
the purpose of developing strategies in an organization.

Feedback

The correct answer is: knowledge to help in the development and implementation of strategies.

Question **5**

Not answered

Marked out of 1.00

Flag question

Question text

One-on-one communication in a virtual organization is preferable because it keeps everyone up to speed and promotes learning across the organization.

Select one:

True

False

Feedback

The correct answer is 'False'.

Question **6**

Not answered

Marked out of 1.00

Flag question

Question text

Triple bottom line refers to the measurement of economic, social, and organizational performance.

Select one:

True

False

Feedback

The correct answer is 'False'.

Question **7**

Not answered

Marked out of 1.00

Flag question

Question text

Decentralized companies give more authority to a higher-level employee, resulting in a sense of empowerment.

Select one:

True

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False

Feedback

The correct answer is 'False'.

Question **8**

Not answered

Marked out of 1.00

Flag question

Question text

Wikis let people contribute to a project anytime.

Select one:

True

False

Feedback

The correct answer is 'True'.

Question **9**

Not answered

Marked out of 1.00

Flag question

Question text

When engaging in job design or enrichment, a manager should consider:

Select one:

a.

Autonomy in relations to employee personality

b.

Freedom relative to employee personality

c.

Personality in relation to work behavior

d.

Personality in relation to job design

Feedback

The correct answer is: Personality in relation to work behavior

Question **10**

Not answered

Marked out of 1.00

Flag question

Question text

Firms rely on bottom-up innovation processes to communicate a strategy because of the following, EXCEPT

Select one:

a.

Communicating upward means that someone has championed the vision internally

b.

Top management sees the merits and feasibility of the strategy already

c.

Middle-level and division managers are empowered to take ownership and propose new strategies

d.

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Communicating upward means that the support of the people needed to implement the strategy is accomplished

Feedback

The correct answer is: Communicating upward means that the support of the people needed to implement the strategy is accomplished

Question **11**

Not answered

Marked out of 1.00

Flag question

Question text

Organizational design is used to match the form of the organization as closely as possible to the vision of the organization.

Select one:

True

False

Feedback

The correct answer is 'False'.

Question **12**

Not answered

Marked out of 1.00

Flag question

Question text

There are two decisional managerial roles in an organization.

Select one:

True

False

Feedback

The correct answer is 'False'.

Question **13**

Not answered

Marked out of 1.00

Flag question

Question text

Many companies that are not virtual use the principles of a virtual organization as:

Select one:

a.

A way to structure their ideas

b.

A way to structure the work of distributed teams

c.

A way to develop teams

d.

A way to develop new projects

Feedback

The correct answer is: A way to structure the work of distributed teams

Question **14**

Not answered

Marked out of 1.00

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Flag question
Question text
The degree to which a stakeholder is affected by a firm's decisions is sometimes correlated with their power and influence over the decision.
Select one:
True
False
Feedback
The correct answer is 'True'.
Question **15**
Not answered
Marked out of 1.00
Flag question
Question text
Superiority in competitive advantage refers to all of the following factors EXCEPT:
Select one:
a.
Low cost
b.
Customer service
c.
Product quality
d.
Unique style
Feedback
The correct answer is: Low cost
Question **16**
Not answered
Marked out of 1.00
Flag question
Question text
When a scorecard is disseminated, strategy becomes a tool specifically for top management.
Select one:
True
False
Feedback
The correct answer is 'False'.
Question **17**
Not answered
Marked out of 1.00
Flag question
Question text
The three informational roles assumed by a manager are primarily concerned with providing information outside the organization.
Select one:
True
False
Feedback

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The correct answer is 'False'.

Question **18**
Not answered
Marked out of 1.00
Flag question
Question text
The use of online social networking principles can open the door to outside collaborations.
Select one:
True
False
Feedback
The correct answer is 'True'.

Question **19**
Not answered
Marked out of 1.00
Flag question
Question text
Leaders are instrumental in creating and changing an organization’s culture.
Select one:
True
False
Feedback
The correct answer is 'True'.

Question **20**
Not answered
Marked out of 1.00
Flag question
Question text
Effective controlling requires the existence of plans,
Select one:
a.
since planning provides the necessary performance standards or objectives.
b.
since understanding the mission of the organization requires strategic plan.
c.
since control techniques are budget and performance audits.
d.
since managers must show compliance with company policies.
Feedback
The correct answer is: since planning provides the necessary performance standards or objectives.

Question **21**
Not answered
Marked out of 1.00
Flag question
Question text
Customers, employees, and investors are the stakeholders most often emphasized in the mission statements.

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Select one:
True
False
Feedback
The correct answer is 'True'.

Question **22**
Not answered
Marked out of 1.00
Flag question
Question text
Industry characteristics and demands act as a force to create similarities among organizational cultures.
Select one:
True
False
Feedback
The correct answer is 'True'.

Question **23**
Not answered
Marked out of 1.00
Flag question
Question text
Which one of the following Big Five personality traits is also referred to as “negative affect”?
Select one:
a.
Openness
b.
Neuroticism
c.
Conscientiousness
d.
Agreeableness
Feedback
The correct answer is: Neuroticism

Question **24**
Not answered
Marked out of 1.00
Flag question
Question text
The manager should be directed and controlled by the objectives of performance rather than by his/her boss.
Select one:
True
False
Feedback
The correct answer is 'True'.

Question **25**
Not answered

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Marked out of 1.00
Flag question
Question text
The supplies needed for nominal group technique includes all EXCEPT:
Select one:
a.
Flip chart
b.
Masking tape
c.
3x5 cards for each participant
d.
A computer
Feedback
The correct answer is: A computer

Question **26**
Not answered
Marked out of 1.00
Flag question
Question text
Strategy is a pattern of resource allocation choices and organizational arrangements that result from managerial decision making.
Select one:
True
False
Feedback
The correct answer is 'True'.

Question **27**
Not answered
Marked out of 1.00
Flag question
Question text
Why are employees today in the transportation and shipping industry required to know advanced math?
Select one:
a.
They’re called upon to do mathematical models of networks
b.
They’re called upon to figure out warehousing
c.
They’re called upon to deliver products to other countries
d.
They’re no longer called knuckle-dragging box pushers
Feedback
The correct answer is: They’re called upon to do mathematical models of networks

Question **28**
Not answered
Marked out of 1.00

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Flag question
Question text
Strategy formulation is essentially the aim of the organizing, leading, and controlling components of the POLC framework.
Select one:
True
False
Feedback
The correct answer is 'False'.

Question **29**
Not answered
Marked out of 1.00
Flag question
Question text
How did Netflix use social networking principles to improve efficiency?
Select one:
a.
Netflix improved algorithms that match movie lovers to titles they enjoy
b.
Netflix matched individual employees to customers
c.
Netflix hired inventors from outside the company
d.
Netflix offered rewards for the best ideas in improving efficiency
Feedback
The correct answer is: Netflix improved algorithms that match movie lovers to titles they enjoy

Question **30**
Not answered
Marked out of 1.00
Flag question
Question text
Cost leadership is a low-cost, broad-based market strategy.
Select one:
True
False
Feedback
The correct answer is 'True'.

Question **31**
Not answered
Marked out of 1.00
Flag question
Question text
How we perceive others will shape our behavior, which in turn:
Select one:
a.
Will shape the behavior of the person we are interacting with
b.
Will lead to undue success or failure

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c.
May lead to wrong inferences about objects in our environment
d.
Will lead to generalizations
Feedback
The correct answer is: Will shape the behavior of the person we are interacting with

Question **32**
Not answered
Marked out of 1.00
Flag question
Question text
A mission statement does not provide insights into the company culture.
Select one:
True
False
Feedback
The correct answer is 'False'.

Question **33**
Not answered
Marked out of 1.00
Flag question
Question text
Research indicates that flat organizations provide greater need satisfaction for employees, and greater levels of self-actualization.
Select one:
True
False
Feedback
The correct answer is 'True'.

Question **34**
Not answered
Marked out of 1.00
Flag question
Question text
Tactical planning in an organization is usually an intermediate-range plan designed to develop specific means to implement the strategic plan.
Select one:
True
False
Feedback
The correct answer is 'True'.

Question **35**
Not answered
Marked out of 1.00
Flag question
Question text
The content of the mission and vision statements process is analogous to which step in the principles of management framework:

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Select one:
a.
Planning
b.
Organizing
c.
Leading
d.
Controlling
Feedback
The correct answer is: Organizing

Question **36**
Not answered
Marked out of 1.00
Flag question
Question text
Human resources management alignment means:
Select one:
a.
To integrate employees with goals, mission and vision
b.
To integrate HR with the culture of the organization
c.
To integrate decisions about people with decisions about the results of an organization
d.
Integrate management and employee performance goals
Feedback
The correct answer is: To integrate decisions about people with decisions about the results of an organization

Question **37**
Not answered
Marked out of 1.00
Flag question
Question text
Historic financial goals and objectives, even though financial outcomes are wide ranging in scope, are also purely historic.
Select one:
True
False
Feedback
The correct answer is 'False'.

Question **38**
Not answered
Marked out of 1.00
Flag question
Question text
Companies may deal with work/balance reasons for absences by giving employees all of the following EXCEPT:

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Select one:
a.
More flexibility in work hours
b.
More training programs to improve time management
c.
Getting rid of sick leave altogether
d.
Have a singe paid time off policy
Feedback
The correct answer is: More training programs to improve time management

Question **39**
Not answered
Marked out of 1.00
Flag question
Question text
In jobs with high complexity, it is not critical to have high “g”.
Select one:
True
False
Feedback
The correct answer is 'False'.

Question **40**
Not answered
Marked out of 1.00
Flag question
Question text
Firms with clearly communicated, widely understood and collectively shared mission and vision have been shown:
Select one:
a.
To create and advance technology
b.
Embrace diversity
c.
Perform better than those without them
d.
Employ a smarter workforce
Feedback
The correct answer is: Perform better than those without them

Question **41**
Not answered
Marked out of 1.00
Flag question
Question text
Leaders are instrumental in creating and changing an organization’s culture.
Select one:
True

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False
Feedback
The correct answer is 'True'.

Question **42**
Not answered
Marked out of 1.00
Flag question
Question text
Centralization refers to decision-making by:
Select one:
a.
Management
b.
Employee
c.
Management and employee
d.
Team of managers
Feedback
The correct answer is: Management

Question **43**
Not answered
Marked out of 1.00
Flag question
Question text
Organizational culture will act as a self-defending organism where intrusive elements are kept out.
Select one:
True
False
Feedback
The correct answer is 'True'.

Question **44**
Not answered
Marked out of 1.00
Flag question
Question text
The values and assumptions that shape the organization’s culture can be uncovered by observing all of the following EXCEPT:
Select one:
a.
How employees interact
b.
Employee beliefs and perceptions regarding what is right and appropriate behavior
c.
The choice employees make
d.
The stakeholders involved in the organization

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Feedback
The correct answer is: The stakeholders involved in the organization

Question **45**
Not answered
Marked out of 1.00
Flag question
Question text
The major diversification strategy through which products are produced that are technically similar to the company's current products but appeal to a new consumer group is:
Select one:
a.
Concentric diversification
b.
Hierarchical diversification
c.
Conglomerate diversification
d.
Horizontal diversification
Feedback
The correct answer is: Concentric diversification

Question **46**
Not answered
Marked out of 1.00
Flag question
Question text
The monitoring step of the mission and vision statements development process is analogous to which step of the principles of management framework?
Select one:
a.
Planning
b.
Organizing
c.
Leading
d.
Controlling
Feedback
The correct answer is: Controlling

Question **47**
Not answered
Marked out of 1.00
Flag question
Question text
Organizational design decisions are made about:
Select one:
a.
the structure of an organization.
b.

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the strategies of an organization.
c.
the environment of an organization.
d.
the various roles in an organization.
Feedback
The correct answer is: the structure of an organization.

Question **48**
Not answered
Marked out of 1.00
Flag question
Question text
Southwest Airlines prides itself for hiring employees based on specific job-related skills, rather than on personality and attitude.
Select one:
True
False
Feedback
The correct answer is 'False'.

Question **49**
Not answered
Marked out of 1.00
Flag question
Question text
Teams that experience unforeseen changes in their tasks do well if they are populated with people high in:
Select one:
a.
Conscientiousness
b.
Agreeableness
c.
Originality
d.
Openness
Feedback
The correct answer is: Openness

Question **50**
Not answered
Marked out of 1.00
Flag question
Question text
Success and progress in achieving goals and objectives will be indicated by how well the vision and mission are achieved.
Select one:
True
False
Feedback

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The correct answer is 'False'.

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BUS 1101 Self-Graded Quiz Unit 1

Principles of Business Management (University of the People)

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1.) Teamwork is a common theme of organizational citizenship behavior. False

2.) Decisions made about the structure of an organization are generally referred to as operational planning decisions. False

3.) Strategy is the concept of how an organization will achieve its objectives; therefore strategic management is: a. knowledge to help in the development and implementation of strategies.

4.) There are two decisional managerial roles in an organization. b. False

Monitor, disseminator, and spokesperson are the three decisional managerial roles in an organization.

5.) Environmental scanning is the act of analyzing the critical external contingencies facing an organization in terms of: b. economic conditions, competitors, and customers.

6.) Organizational design decisions are made about: a. the structure of an organization.

7.) The purpose of assembling a team is: b. To accomplish bigger goals than any that would be possible for the individual working alone

8.) Monitor, disseminator, and spokesperson are the three decisional managerial roles in an organization. a.) True

9.) The structure of an organization is usually represented: b. in the chain of command

10.) Two companies well known for their strong CSR orientations are: c. Ben & Jerry's and S.C. Johnson

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BUS 1101 - Unit 3 Graded Quiz

Principles of Business Management (University of the People)

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A difference between management and leadership can be defined in the following way

management is getting things done, and leadership is inspiring action taken by others

Allowing individuals to work on their own, with little supervision is called:

empowerment

At work, two job attitudes that have the greatest potential to influence how we behave are:

Job satisfaction and job commitment

A way to test ideas in small steps is:

Experimentation

Believing that women are more cooperative than men, or men are more assertive than women, are examples of:

Stereotyping

Company structures which are hierarchical and decisions are made only by top managers represent

High on power distance dimensions

Environmental scanning is a

Planning process

Exit interviews are often conducted by:

Human resources representative

Focusing on some aspects of the environment and ignoring other elements is called

Selective attention

Managers are responsible for getting activities completed efficiently and achieving the firm's goals by utilizing:

Human, financial, and material resources

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Organizational citizenship behaviors can be understood as:

individual behaviors that are beneficial to the organization and not recognized by the formal reward system

People in high-power distance societies expect

Unequal power distribution and greater stratification

People in societies where uncertainty avoidance is high want:

Want strict rules, laws and policies

Personality is a modest predictor of actual job performance, but a much better predictor of

Citizenship behaviors

Rather than to actual behaviors, attitudes are more strongly related to:

Intentions

Selective perception is particularly important during the:

Planning process

Some companies maintain a physical presence on Facebook because

It allows consumers to chime in about their passions

Someone who works at Procter & Gamble who is responsible for the production, marketing, and profitability of the Tide detergent product line is called a:

line manager.

Tactical planning is designed to develop:

specific action steps to implement the strategic plan.

The best trait that predicts a person's work performance is:

Conscientiousness

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The difference between group and team is:

A collection of people is a group and not necessarily a team

The GLOBE project describes a project that includes all EXCEPT

Proposed and validated a theory of relationship between culture and government

The interests of one person should never take precedence over what is best for the company as a whole= is an explanation of which of Fayol's principles of management

Subordination of individual interest

The penetration of mobile phones is changing the way we do business because:

People are more connected and able to share more information

The principles of management are drawn from a number of academic fields, principally the fields of:

leadership, entrepreneurship, and strategy.

Three different types of planning used in the function of management are:

strategic, tactical, and operational,

Tom Peters referred to "master paradox" as:

Developing a level of comfort with complexity and ambiguity

Triple bottom line refers to the measurement of business performance along:

social, economic and environmental dimensions.

Virtual companies present special leadership challenges because:

It's essential for leaders to keep people informed of what they are supposed to be doing and what other arms of the organization are doing

Why should managers understand how visual perception may be biased?

Managers rely on their visual perception to form their opinions about people and objects around them.

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Bus graded quiz unit 3

Principles of Business Management (University of the People)

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Question 1

Correct

Mark 1.00 out of 1.00

Flag question

Question text

A way to test ideas in small steps is:

Select one:

a.

Experimentation

b.

Learning from past experience

c.

Learning from others

d.

Transferring knowledge

Feedback

The correct answer is: Experimentation

Question 2

Correct

Mark 1.00 out of 1.00

Flag question

Question text

Exit interviews are often conducted by:

Select one:

a.

Employee manager

b.

Human resources representative

c.

Outside consultants

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d.

Top management

Feedback

The correct answer is: Human resources representative

Question 3

Correct

Mark 1.00 out of 1.00

Flag question

Question text

Organizational citizenship behaviors can be understood as:

Select one:

a.

individual behaviors that are beneficial to the organization and not recognized by the formal reward system.

b.

individual behaviors that are beneficial to the organization and are recognized by the formal reward system.

c.

group behaviors that are beneficial to the organization and are recognized by the formal reward system.

d.

group behaviors that are beneficial to the organization and are not recognized by the formal reward system.

Feedback

The correct answer is: individual behaviors that are beneficial to the organization and not recognized by the formal reward system.

Question 4

Correct

Mark 1.00 out of 1.00

Flag question

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Question text

Believing that women are more cooperative than men, or men are more assertive than women, are examples of:

Select one:

a.

Categorizing

b.

Stereotyping

c.

Biasing

d.

Reality check

Feedback

The correct answer is: Stereotyping

Question 5

Correct

Mark 1.00 out of 1.00

Flag question

Question text

Managers are responsible for getting activities completed efficiently and achieving the firm’s goals by utilizing:

Select one:

a.

Human, financial, and material resources

b.

Information, human, and service resources

c.

Human resources, organizational competitiveness, and organizational goals

d.

Financial resources, top management, and organizational goals.

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Feedback

The correct answer is: Human, financial, and material resources

Question 6

Correct

Mark 1.00 out of 1.00

Flag question

Question text

The penetration of mobile phones is changing the way we do business because:

Select one:

a.

The cost of phones is low

b.

Increasing sophistication of phones

c.

We can send text instead of voice

d.

People are more connected and able to share more information

Feedback

The correct answer is: People are more connected and able to share more information

Question 7

Correct

Mark 1.00 out of 1.00

Flag question

Question text

Three different types of planning used in the function of management are:

Select one:

a.

strategic, tactical, and operational,

b.

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strategic, organizational design, and job design.

c.

job design, job enrichment, and teamwork.

d.

strategic, organizational design, and operational.

Feedback

The correct answer is: strategic, tactical, and operational,

Question 8

Correct

Mark 1.00 out of 1.00

Flag question

Question text

Tom Peters referred to “master paradox” as:

Select one:

a.

Developing a level of comfort with complexity and ambiguity

b.

Bias for action

c.

Stick to the knitting

d.

Hands on value driven

Feedback

The correct answer is: Developing a level of comfort with complexity and ambiguity

Question 9

Correct

Mark 1.00 out of 1.00

Flag question

Question text

The GLOBE project describes a project that includes all EXCEPT:

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Select one:

a.

Included more than 150 researches working together

b.

Collected attributes from over 17,000 managers

c.

Collected data in 62 societal cultures

d.

Proposed and validated a theory of relationship between culture and government

Feedback

The correct answer is: Proposed and validated a theory of relationship between culture and government

Question 10

Correct

Mark 1.00 out of 1.00

Flag question

Question text

Environmental scanning is a:

Select one:

a.

Planning process

b.

Organizing process

c.

Leading process

d.

Controlling process

Feedback

The correct answer is: Planning process

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Question 11

Correct

Mark 1.00 out of 1.00

Flag question

Question text

Some companies maintain a physical presence on Facebook because:

Select one:

a.

Everyone else does

b.

It allows consumers to chime in about their passions

c.

Their employees insist the organizations have a presence on Facebook

d.

Their regular marketing needs are not met

Feedback

The correct answer is: It allows consumers to chime in about their passions

Question 12

Correct

Mark 1.00 out of 1.00

Flag question

Question text

The best trait that predicts a person’s work performance is:

Select one:

a.

Openness

b.

Conscientiousness

c.

Agreeableness

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d.

Neuroticism

Feedback

The correct answer is: Conscientiousness

Question 13

Correct

Mark 1.00 out of 1.00

Flag question

Question text

Allowing individuals to work on their own, with little supervision is called:

Select one:

a.

empowerment.

b.

management.

c.

leadership.

d.

strategic management.

Feedback

The correct answer is: empowerment.

Question 14

Correct

Mark 1.00 out of 1.00

Flag question

Question text

At work, two job attitudes that have the greatest potential to influence how we behave are:

Select one:

a.

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Perception and bias

b.

Self perception and self efficacy

c.

Job satisfaction and job commitment

d.

Job satisfaction and self esteem

Feedback

The correct answer is: Job satisfaction and job commitment

Question 15

Correct

Mark 1.00 out of 1.00

Flag question

Question text

Triple bottom line refers to the measurement of business performance along:

Select one:

a.

social, economic and organizational dimensions.

b.

social, economic and environmental dimensions.

c.

economic, organizational, and human performance dimensions.

d.

environmental, organizational and corporate responsibility.

Feedback

The correct answer is: social, economic and environmental dimensions.

Question 16

Correct

Mark 1.00 out of 1.00

Flag question

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Question text

People in high-power distance societies expect:

Select one:

a.

Cooperative interaction across power levels

b.

Equality

c.

Opportunity for everyone

d.

Unequal power distribution and greater stratification

Feedback

The correct answer is: Unequal power distribution and greater stratification

Question 17

Correct

Mark 1.00 out of 1.00

Flag question

Question text

People in societies where uncertainty avoidance is high want:

Select one:

a.

Are less rule-oriented

b.

Tolerate a variety of opinions

c.

Are open to change and taking risks

d.

Want strict rules, laws and policies

Feedback

The correct answer is: Want strict rules, laws and policies

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Question 18

Correct

Mark 1.00 out of 1.00

Flag question

Question text

Rather than to actual behaviors, attitudes are more strongly related to:

Select one:

a.

Intentions

b.

Values

c.

Psychology

d.

Stress

Feedback

The correct answer is: Intentions

Question 19

Correct

Mark 1.00 out of 1.00

Flag question

Question text

The difference between group and team is:

Select one:

a.

A collection of people is a group and not necessarily a team

b.

Complementary skills are found in a group but not a team

c.

The aim and purpose of a group is to perform in the workplace

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d.

Groups are defined by their relatively small size.

Feedback

The correct answer is: A collection of people is a group and not necessarily a team

Question 20

Correct

Mark 1.00 out of 1.00

Flag question

Question text

Tactical planning is designed to develop:

Select one:

a.

specific action steps that support the strategic plan.

b.

specific action steps to develop the strategic plan.

c.

specific action steps to implement the strategic plan.

d.

the organization’s mission and objectives for the strategic plan.

Feedback

The correct answer is: specific action steps to implement the strategic plan.

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Graded Quiz Unit 3 Attempt review

Principles of Business Management (University of the People)

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Started on	Tuesday, 30 November 2021, 3:22 PM
State	Finished
Completed on	Tuesday, 30 November 2021, 3:37 PM
Time taken	15 mins 14 secs
Marks	20.00/20.00
Grade	**100.00** out of 100.00

Question **1**

Correct

Mark 1.00 out of 1.00

Tactical planning is designed to develop:

Select one:

a. specific action steps that support the strategic plan.

b. specific action steps to develop the strategic plan.

c. specific action steps to implement the strategic plan. ✔

d. the organization's mission and objectives for the strategic plan.

The correct answer is: specific action steps to implement the strategic plan.

Question **2**

Correct

Mark 1.00 out of 1.00

At work, two job attitudes that have the greatest potential to influence how we behave are:

Select one:

a. Perception and bias

b. Self perception and self efficacy

c. Job satisfaction and job commitment ✔

d. Job satisfaction and self esteem

The correct answer is: Job satisfaction and job commitment

Question **3**

Correct

Mark 1.00 out of 1.00

Someone who works at Procter & Gamble who is responsible for the production, marketing, and profitability of the Tide detergent product line is called a:

Select one:

a. department manager.

b. line manager. ✔

c. team manager.

d. supervisory manager.

The correct answer is: line manager.

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Question **4**

Correct

Mark 1.00 out of 1.00

The principles of management are drawn from a number of academic fields, principally the fields of:

Select one:

- a. leadership, management and communication.
- b. leadership, entrepreneurship, and strategy. ✔
- c. leadership, psychology, and management.
- d. management, psychology and strategy.

The correct answer is: leadership, entrepreneurship, and strategy.

Question **5**

Correct

Mark 1.00 out of 1.00

Believing that women are more cooperative than men, or men are more assertive than women, are examples of:

Select one:

- a. Categorizing
- b. Stereotyping ✔
- c. Biasing
- d. Reality check

The correct answer is: Stereotyping

Question **6**

Correct

Mark 1.00 out of 1.00

A way to test ideas in small steps is:

Select one:

- a. Experimentation ✔
- b. Learning from past experience
- c. Learning from others
- d. Transferring knowledge

The correct answer is: Experimentation

Question **7**

Correct

Mark 1.00 out of 1.00

The difference between group and team is:

Select one:

- a. A collection of people is a group and not necessarily a team ✔
- b. Complementary skills are found in a group but not a team
- c. The aim and purpose of a group is to perform in the workplace
- d. Groups are defined by their relatively small size.

The correct answer is: A collection of people is a group and not necessarily a team

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Question **8**

Correct

Mark 1.00 out of 1.00

"The interests of one person should never take precedence over what is best for the company as a whole" is an explanation of which of Fayol's principles of management:

Select one:

- a. Unity of command
- b. Unity of direction
- c. Subordination of individual interest ✔
- d. Discipline

The correct answer is: Subordination of individual interest

Question **9**

Correct

Mark 1.00 out of 1.00

Personality is a modest predictor of actual job performance, but a much better predictor of:

Select one:

- a. High quality relationships
- b. "g"
- c. Citizenship behaviors ✔
- d. Job quantity

The correct answer is: Citizenship behaviors

Question **10**

Correct

Mark 1.00 out of 1.00

Some companies maintain a physical presence on Facebook because:

Select one:

- a. Everyone else does
- b. It allows consumers to chime in about their passions ✔
- c. Their employees insist the organizations have a presence on Facebook
- d. Their regular marketing needs are not met

The correct answer is: It allows consumers to chime in about their passions

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Question **11**

Correct

Mark 1.00 out of 1.00

A difference between management and leadership can be defined in the following way:

Select one:

- a. management is human capital, and leadership is directing staff;
- b. management is getting things done, and leadership is deciding what needs to be done;
- c. management is getting things done, and leadership is inspiring action taken by others, ✔
- d. management is a position of authority or power, and leadership is inspiring action taken by others.

The correct answer is: management is getting things done, and leadership is inspiring action taken by others,

Question **12**

Correct

Mark 1.00 out of 1.00

Three different types of planning used in the function of management are:

Select one:

- a. strategic, tactical, and operational, ✔
- b. strategic, organizational design, and job design.
- c. job design, job enrichment, and teamwork.
- d. strategic, organizational design, and operational.

The correct answer is: strategic, tactical, and operational,

Question **13**

Correct

Mark 1.00 out of 1.00

People in societies where uncertainty avoidance is high want:

Select one:

- a. Are less rule-oriented
- b. Tolerate a variety of opinions
- c. Are open to change and taking risks
- d. Want strict rules, laws and policies ✔

The correct answer is: Want strict rules, laws and policies

Question **14**

Correct

Mark 1.00 out of 1.00

The penetration of mobile phones is changing the way we do business because:

Select one:

- a. The cost of phones is low
- b. Increasing sophistication of phones
- c. We can send text instead of voice
- d. People are more connected and able to share more information ✔

The correct answer is: People are more connected and able to share more information

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Question **15**

Correct

Mark 1.00 out of 1.00

The GLOBE project describes a project that includes all EXCEPT:

Select one:

- a. Included more than 150 researches working together
- b. Collected attributes from over 17,000 managers
- c. Collected data in 62 societal cultures
- d. Proposed and validated a theory of relationship between culture and government ✔

The correct answer is: Proposed and validated a theory of relationship between culture and government

Question **16**

Correct

Mark 1.00 out of 1.00

Environmental scanning is a:

Select one:

- a. Planning process ✔
- b. Organizing process
- c. Leading process
- d. Controlling process

The correct answer is: Planning process

Question **17**

Correct

Mark 1.00 out of 1.00

Exit interviews are often conducted by:

Select one:

- a. Employee manager
- b. Human resources representative ✔
- c. Outside consultants
- d. Top management

The correct answer is: Human resources representative

Question **18**

Correct

Mark 1.00 out of 1.00

Company structures which are hierarchical and decisions are made only by top managers represent:

Select one:

- a. High on power distance dimensions ✔
- b. Low on power distance dimensions
- c. High on institutional collectivism
- d. Low on institutional collectivism

The correct answer is: High on power distance dimensions

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Question **19**

Correct

Mark 1.00 out of 1.00

Rather than to actual behaviors, attitudes are more strongly related to:

Select one:

- a. Intentions ✔
- b. Values
- c. Psychology
- d. Stress

The correct answer is: Intentions

Question **20**

Correct

Mark 1.00 out of 1.00

Allowing individuals to work on their own, with little supervision is called:

Select one:

- a. empowerment. ✔
- b. management.
- c. leadership.
- d. strategic management.

The correct answer is: empowerment.

◄ Self-Quiz Unit 3

Jump to...

Learning Guide Unit 4 ►

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Graded QUIZ UNIT 3 (BUS 1101)

Principles of Business Management (University of the People)

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GRADED QUIZ UNIT 3

BUS 1101 Principles of Business Management

Believing that women are more cooperative than men, or men are more assertive than women, are examples of:

Select one:

a.
Categorizing

b.
Stereotyping

c.
Biasing

d.
Reality check

Feedback
The correct answer is: Stereotyping

Focusing on some aspects of the environment and ignoring other elements is called:

Select one:

a.
Optical illusion

b.
Selective attention

c.
Visual perception

d.
Bias in perception

Feedback
The correct answer is: Selective attention

Why should managers understand how visual perception may be biased?

Select one:

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a.
Managers have a tendency to compare and contrast objects and people to each other.

b.
Managers are prone to errors and biases when perceiving themselves.

c.
Managers rely on their visual perception to form their opinions about people and objects around them.

d.
Bias in visual perception tends to interfere with customers' purchasing decisions.

Feedback
The correct answer is: Managers rely on their visual perception to form their opinions about people and objects around them.

Virtual companies present special leadership challenges because:

Select one:

a.
Emails, wikis and web meetings require special technological know how

b.
Employees are located in the same city but just not at one location

c.
Communication is not the most important aspect of the organization

d.
It’s essential for leaders to keep people informed of what they are supposed to be doing and what other arms of the organization are doing.

Feedback
The correct answer is: It’s essential for leaders to keep people informed of what they are supposed to be doing and what other arms of the organization are doing.

The best trait that predicts a person’s work performance is:

Select one:

a.
Openness

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b.
Conscientiousness

c.
Agreeableness

d.
Neuroticism

Feedback
The correct answer is: Conscientiousness

A difference between management and leadership can be defined in the following way:

Select one:

a.
management is human capital, and leadership is directing staff;

b.
management is getting things done, and leadership is deciding what needs to be done;

c.
management is getting things done, and leadership is inspiring action taken by others,

d.
management is a position of authority or power, and leadership is inspiring action taken by others.

Feedback
The correct answer is: management is getting things done, and leadership is inspiring action taken by others,

Someone who works at Procter & Gamble who is responsible for the production, marketing, and profitability of the Tide detergent product line is called a:

Select one:

a.
department manager.

b.

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line manager.

c.
team manager.

d.
supervisory manager.

Feedback
The correct answer is: line manager.

Managers are responsible for getting activities completed efficiently and achieving the firm’s goals by utilizing:

Select one:

a.
Human, financial, and material resources

b.
Information, human, and service resources

c.
Human resources, organizational competitiveness, and organizational goals

d.
Financial resources, top management, and organizational goals.

Feedback
The correct answer is: Human, financial, and material resources

People in high-power distance societies expect:

Select one:

a.
Cooperative interaction across power levels

b.
Equality

c.
Opportunity for everyone

d.
Unequal power distribution and greater stratification

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Feedback
The correct answer is: Unequal power distribution and greater stratification

Tom Peters referred to “master paradox” as:

Select one:

a.
Developing a level of comfort with complexity and ambiguity

b.
Bias for action

c.
Stick to the knitting

d.
Hands on value driven

Feedback
The correct answer is: Developing a level of comfort with complexity and ambiguity

The principles of management are drawn from a number of academic fields, principally the fields of:

Select one:

a.
leadership, management and communication.

b.
leadership, entrepreneurship, and strategy.

c.
leadership, psychology, and management.

d.
management, psychology and strategy.

Feedback
The correct answer is: leadership, entrepreneurship, and strategy.

Exit interviews are often conducted by:

Select one:

a.

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Employee manager

b.
Human resources representative

c.
Outside consultants

d.
Top management

Feedback
The correct answer is: Human resources representative

Company structures which are hierarchical and decisions are made only by top managers represent:

Select one:

a.
High on power distance dimensions

b.
Low on power distance dimensions

c.
High on institutional collectivism

d.
Low on institutional collectivism

Feedback
The correct answer is: High on power distance dimensions

At work, two job attitudes that have the greatest potential to influence how we behave are:

Select one:

a.
Perception and bias

b.
Self perception and self efficacy

c.

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Job satisfaction and job commitment

d.
Job satisfaction and self esteem

Feedback
The correct answer is: Job satisfaction and job commitment

Tactical planning is designed to develop:

Select one:

a.
specific action steps that support the strategic plan.

b.
specific action steps to develop the strategic plan.

c.
specific action steps to implement the strategic plan.

d.
the organization’s mission and objectives for the strategic plan.

Feedback
The correct answer is: specific action steps to implement the strategic plan.

“The interests of one person should never take precedence over what is best for the company as a whole” is an explanation of which of Fayol’s principles of management:

Select one:

a.
Unity of command

b.
Unity of direction

c.
Subordination of individual interest

d.
Discipline

Feedback
The correct answer is: Subordination of individual interest

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Environmental scanning is a:

Select one:

a.
Planning process

b.
Organizing process

c.
Leading process

d.
Controlling process

Feedback
The correct answer is: Planning process

Selective perception is particularly important during the:

Select one:

a.
Planning process

b.
Organizing process

c.
Controlling process

d.
Leading process

Feedback
The correct answer is: Planning process

Personality is a modest predictor of actual job performance, but a much better predictor of:

Select one:

a.
High quality relationships

b.

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“g”

c.
Citizenship behaviors

d.
Job quantity

Feedback
The correct answer is: Citizenship behaviors

Some companies maintain a physical presence on Facebook because:

Select one:

a.
Everyone else does

b.
It allows consumers to chime in about their passions

c.
Their employees insist the organizations have a presence on Facebook

d.
Their regular marketing needs are not met

Feedback
The correct answer is: It allows consumers to chime in about their passions

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