**OB MOCK QUIZ Unit 1**

**MULTIPLE CHOICE**

1. "Scientific management" is a term associated with \_\_\_\_\_\_\_\_\_\_, whereas “Bureaucracy” was developed as an idea by \_\_\_\_\_\_\_\_\_\_\_.

a. Adam Smith; Max Weber c. Fred Taylor; Max Weber

b. Francis Galton; Karl Pearson d. Fred Taylor; Henri Fayol

2. Participative management practices were popularized by:

a. the apostles of scientific management.

b. proponents of open systems theory.

c. the advocates of total quality management.

d. the human relations movement.

3. What does consensus refer to in attribution theory?

a. There is general agreement about a perception.

b. Different people respond the same way in the same situation.

c. There is general agreement about how people desire to respond to the same situation.

d. Different people perceive a situation similarly.

4. Adopting company policies that better satisfy needs for participation in decision-making is most consistent with:

a. Human relations management

b. Open systems approaches

c. Scientific management

d. Total quality management

5. A meta-analysis of 102 studies found that \_\_\_\_\_\_\_\_ contributed to higher creativity.

a. meditation . c. maintaining personal calm

b. positive moods d. higher anxiety

6. According to Kelley’s covariation theory, when an individual’s behavior in this specific situation differs from that in other situations, the behavior is high in:

a. continuity c. consensus

b. distinctiveness d. flexibility

7. Karen refuses to renew an employment contract for an employee who failed to meet standards during his probationary period. She explains that her decision was the only one a rational person could make in light of the circumstances. Yet, nearly every supervisor routinely renews employee contracts despite poor probationary performance. Karen’s perception of her behavior may reflect the:

a. self-serving bias. c. false-consensus bias.

b. actor-observer bias. d. confirmation bias.

8. Which of the Big Five personality factors is a valid predictor of performance across most jobs and occupational groups?

a. agreeableness c. extraversion

b. openness to experience d. conscientiousness

9. Clearly defined lines of authority and responsibility for occupants of an ‘office’ is characteristic of:

a. an organization. c. a therblig.

b. a bureaucracy. d. an adhocracy.

10. "All the worker wants is money" is a statement that reflects \_\_\_\_\_\_\_\_\_\_\_ theory of work motivation.

a. Max Weber's c. Robert Yerkes'

b. Frederick Taylor's d. Bono's

**TRUE/FALSE**:

11. The halo effect is said to operate when one salient characteristic has an overwhelming influence on judgments.

12. Planning is the management function that contemporary management still maintains a monopoly over.

13. Technical skills remain the most important skill domain for career entry whereas human and conceptual skills are more important in later career stages.

14. Technical competencies decline in importance as a source of career advancement in middle and late career stages.

15. The concept of a “satisfying solution” is the result of a bounded rationality process of decision making.

16. “Survival of the fittest” would be analogous to the different rates of job success experienced by people with different KSAOs.

17. In Holland's occupational personality theory, adjacent categories are quite similar while diagonally opposite ones are highly dissimilar

18. The tendency for individuals to attribute their successes to internal factors while putting the blame for failures on external factors is called the actor-observer bias.

19. RIASEC is an acronym to represent the factors comprising the Hexagonal model of vocational interest.

20. Self-monitoring refers to an individual's ability to adjust his or her behavior to external, situational factors.

21. People with Type A personalities are rarely concerned with time.

**MATCHING**:

1. Rosabeth Moss Kanter a. scientific management
2. Max Weber b. bureaucracy
3. Speedy Taylor c. human resources
4. Douglas McGregor d. total quality management
5. W. Edwards Deming e. theory x and y

* Read! Write a one-page outline of each chapter.
* Share lecture notes with other students.
* Meet in small groups and review/quiz each other.
* Look for redundancies between text and lecture materials and emphasize these.
* Understand application of concepts!
* Quiz yourself and others by trying to generate examples of concepts at work.
* Pace yourself; spaced practice is much more effective than massed practice.
* Get a good night’s sleep; Better to get 8 hours of sleep than stay up 2 hours studying while tired.

See the next page for answers.

**ANSWERS**

1. C
2. D
3. B
4. A
5. B
6. B
7. C
8. D
9. B
10. B
11. T
12. F
13. T
14. T
15. T
16. T
17. T
18. F
19. T
20. T
21. F
22. C
23. B
24. A
25. E
26. D