**OB MOCK QUIZ Unit 4**

**MULTIPLE CHOICE**

1. Power that comes from one’s position in a formal hierarchy is:

a. coercive c. authoritative

b. legitimate d. formal

2. A leader who can convince followers to set aside his self-interests for the good of the organization and who is capable of changing the way followers think of themselves and their work is:

a. transcendent c. transactional

b. translucent d. transformational

3. From the Ohio State Studies, \_\_\_\_\_\_\_\_\_\_ is the extent to which a leader is likely to define and direct his/her role and those of subordinates in the search for goal attainment:

a. directive c. consideration

b. initiating structure d. bossy

4. The most popular power tactic used by managers to influence subordinates is:

a. reason c. assertiveness

b. friendliness d. positive position power

5. Unlike \_\_\_\_\_\_\_, \_\_\_\_\_\_ is more generalizable in that it may apply to broader instances and occasions.

1. Power; authority
2. Authority; power
3. Force; charm
4. Charm; force

6. Which terms go together best?

1. Leadership-maintenance
2. Management-innovation
3. Leadership-followers
4. Management-maintenance

7. Formalized rights, duties, and obligations reflect:

1. social influence
2. power
3. authority
4. political influence

8. The LPC questionnaire is a part of the:

1. contingency model of leadership
2. leader-member exchange model
3. situational theory of leadership
4. Ohio State leader theory

9. Changes in power due to the changing capacity of an agent or unit to provide critical competencies in the face of chaos and challenges best describes:

1. strategic contingencies theory
2. incidental leader theory
3. incremental leader theory
4. the wax-on, wane-off cycle of power managed relationships

10. A diathesis-stress model of leadership:

1. transformational leadership theory
2. charismatic leadership theory
3. cognitive resource theory
4. path-goal theory

11. Instrumental values:

1. elaborate a firm’s mission statement.
2. facilitate understanding the key benchmarks that define firm success.
3. determining the terminal goals the organization intends to achieve.
4. deal specifically with firm human resource policies.

12. A high LPC leader:

1. emphasizes task accomplishment.
2. focuses on maintaining good relationships with group members.
3. provides directive leadership.
4. is visionary and charismatic.

**TRUE/FALSE**:

13. The Leader-member exchange theory of leadership posits that the leader maintains different relationships with different group members.

14. The two sources of personal power include referent and expert power.

15. Power tactics explain how to translate power bases into specific actions.  
  
16. The leadership style most appropriate for mature followers is telling.  
  
17. The most popular power tactic is the use of reason.  
  
18. According to Hersey and Blanchard’s situational leadership theory, readiness encompasses the ability

and willingness of followers to assume responsibility.

19. If behavioral theories of leadership are correct, leaders are born, not made.  
  
20. Fiedler’s contingency model assumes leadership style is fixed.   
  
21. Women tend to adopt a more democratic leadership style.  
  
22. Behavioral leadership theories tend to agree that there are two main leadership style dimensions: tasks

and people.

**MATCHING**:

23. Consideration and initiating structure a. LMX

24. A theory of followership as much as leadership b. Ohio State

25. Utilizes hard power to influence people and events c. Situational leadership

26. The leader clears the path for group achievement d. Path-goal theory

27. In-groups and out-groups among group members e. The prince

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