

1. A historical perspective provides a narrower way of thinking, a way of searching for patterns and determining whether they recur across time periods.

- a. True
- b. False

ANSWER: False

POINTS: 1

DIFFICULTY: 1

REFERENCES: 38

LEARNING OBJECTIVES: MGMT.DAFT.12.02-01 - 02-01

NATIONAL STANDARDS: United States - BUSPROG: Analytic

STATE STANDARDS: United States - LA - DISC: Environmental Influence

KEYWORDS: Bloom's: Knowledge

OTHER: F

2. Social forces refer to those aspects of a culture that guide and influence relationships among people.

- a. True
- b. False

ANSWER: True

POINTS: 1

DIFFICULTY: 1

REFERENCES: 38

LEARNING OBJECTIVES: MGMT.DAFT.12.02-01 - 02-01

NATIONAL STANDARDS: United States - BUSPROG: Analytic

STATE STANDARDS: United States - LA - DISC: Environmental Influence

KEYWORDS: Bloom's: Knowledge

OTHER: F

3. Political forces are aspects of a culture that guide and influence relationships among people.

- a. True
- b. False

ANSWER: False

POINTS: 1

DIFFICULTY: 1

REFERENCES: 38

LEARNING OBJECTIVES: MGMT.DAFT.12.02-01 - 02-01

NATIONAL STANDARDS: United States - BUSPROG: Analytic

STATE STANDARDS: United States - LA - DISC: Environmental Influence

KEYWORDS: Bloom's: Knowledge

OTHER: F

4. Economic forces pertain to the availability, production, and distribution of resources in a society.

- a. True
- b. False

ANSWER: True

POINTS: 1

DIFFICULTY: 1

*REFERENCES:* 39  
*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-01 - 02-01  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* F

5. The early study of management as we know it today began with what is now called the technology-driven workplace.
- a. True
  - b. False

*ANSWER:* False  
*POINTS:* 1  
*DIFFICULTY:* 2  
*REFERENCES:* 40  
*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-07 - 02-07  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* F

6. The classical perspective on management emerged during the 1800s.
- a. True
  - b. False

*ANSWER:* True  
*POINTS:* 1  
*DIFFICULTY:* 2  
*REFERENCES:* 40  
*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-03 - 02-03  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* F

7. The humanistic perspective contains three subfields: scientific management, bureaucratic organizations, and administrative principles.
- a. True
  - b. False

*ANSWER:* False  
*POINTS:* 1  
*DIFFICULTY:* 2  
*REFERENCES:* 40  
*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-03 - 02-03  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* F

8. Frederick W. Taylor developed Systems Thinking and emphasized the fourteen principles of management that should guide managerial behavior.

- a. True
- b. False

ANSWER: False

POINTS: 1

DIFFICULTY: 1

REFERENCES: 40

LEARNING OBJECTIVES: MGMT.DAFT.12.02-05 - 02-05

NATIONAL STANDARDS: United States - BUSPROG: Analytic

STATE STANDARDS: United States - LA - DISC: Environmental Influence

KEYWORDS: Bloom's: Knowledge

OTHER: F

9. Scientific management evolved with the use of precise procedures in place of tradition and rules of thumb.

- a. True
- b. False

ANSWER: True

POINTS: 1

DIFFICULTY: 2

REFERENCES: 41

LEARNING OBJECTIVES: MGMT.DAFT.12.02-03 - 02-03

NATIONAL STANDARDS: United States - BUSPROG: Analytic

STATE STANDARDS: United States - LA - DISC: Environmental Influence

KEYWORDS: Bloom's: Knowledge

OTHER: F

10. A criticism of human relations management is that it ignores the social context and workers' needs.

- a. True
- b. False

ANSWER: False

POINTS: 1

DIFFICULTY: 2

REFERENCES: 41

LEARNING OBJECTIVES: MGMT.DAFT.12.02-03 - 02-03

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STATE STANDARDS: United States - LA - DISC: Environmental Influence

KEYWORDS: Bloom's: Knowledge

OTHER: F

11. One of the criticisms of scientific management is it did not acknowledge variance among individuals.

- a. True
- b. False

ANSWER: True

POINTS: 1

*DIFFICULTY:* 2  
*REFERENCES:* 41  
*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-03 - 02-03  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* F

12. Standardization of work and wage incentives are characteristics of behavioral science.

- a. True
- b. False

*ANSWER:* False  
*POINTS:* 1  
*DIFFICULTY:* 2  
*REFERENCES:* 41  
*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-03 - 02-03  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* F

13. Scientific management developed a standard method for performing each job.

- a. True
- b. False

*ANSWER:* True  
*POINTS:* 1  
*DIFFICULTY:* 1  
*REFERENCES:* 41  
*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-03 - 02-03  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* F

14. With clear definitions of authority and responsibility, division of labor is one of the six characteristics of the ideal bureaucracy.

- a. True
- b. False

*ANSWER:* True  
*POINTS:* 1  
*DIFFICULTY:* 1  
*REFERENCES:* 42  
*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-03 - 02-03  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge

*OTHER:* F

15. Administrative acts and decisions recorded in writing is one of the six characteristics of the ideal bureaucracy.

- a. True
- b. False

*ANSWER:* True

*POINTS:* 1

*DIFFICULTY:* 1

*REFERENCES:* 43

*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-03 - 02-03

*NATIONAL STANDARDS:* United States - BUSPROG: Analytic

*STATE STANDARDS:* United States - LA - DISC: Environmental Influence

*KEYWORDS:* Bloom's: Knowledge

*OTHER:* F

16. Fayol's unity of command principle emphasizes that each subordinate receives orders from one, and only one superior.

- a. True
- b. False

*ANSWER:* True

*POINTS:* 1

*DIFFICULTY:* 2

*REFERENCES:* 44

*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-03 - 02-03

*NATIONAL STANDARDS:* United States - BUSPROG: Analytic

*STATE STANDARDS:* United States - LA - DISC: Environmental Influence

*KEYWORDS:* Bloom's: Knowledge

*OTHER:* F

17. Unity of direction principle proposes that similar activities in an organization should be grouped together under one manager.

- a. True
- b. False

*ANSWER:* True

*POINTS:* 1

*DIFFICULTY:* 1

*REFERENCES:* 44

*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-03 - 02-03

*NATIONAL STANDARDS:* United States - BUSPROG: Analytic

*STATE STANDARDS:* United States - LA - DISC: Environmental Influence

*KEYWORDS:* Bloom's: Knowledge

*OTHER:* F

18. The scalar chain is a hypothetical chain that provides horizontal links between unionized workers in different departments in an organization.

- a. True
- b. False

*ANSWER:* False  
*POINTS:* 1  
*DIFFICULTY:* 2  
*REFERENCES:* 44  
*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-03 - 02-03  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* F

19. Scientific management focuses on employee competence, whereas administrative principles focus on work flow through the organization.

- a. True
- b. False

*ANSWER:* False  
*POINTS:* 1  
*DIFFICULTY:* 2  
*REFERENCES:* 44  
*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-03 - 02-03  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
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*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* F

20. Follett and Barnard were early advocates of a more humanistic perspective on management that emphasized the importance of understanding human behavior, needs, and attitudes in the workplace as well as social interactions and group processes.

- a. True
- b. False

*ANSWER:* True  
*POINTS:* 1  
*DIFFICULTY:* 2  
*REFERENCES:* 45  
*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-03 - 02-03  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
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*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* F

21. Unfortunately, Mary Parker Follett's approach to leadership stressed the importance of engineering techniques rather than people.

- a. True
- b. False

*ANSWER:* False  
*POINTS:* 1  
*DIFFICULTY:* 2

*REFERENCES:* 45  
*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-03 - 02-03  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* F

22. A social group within an organization is part of the informal organization.

- a. True
- b. False

*ANSWER:* True  
*POINTS:* 1  
*DIFFICULTY:* 1  
*REFERENCES:* 46  
*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-03 - 02-03  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* F

23. The Hawthorne studies resulted in the movement towards scientific management.

- a. True
- b. False

*ANSWER:* False  
*POINTS:* 1  
*DIFFICULTY:* 2  
*REFERENCES:* 46  
*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-03 - 02-03  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* F

24. The human relations movement is also referred to as the dairy farm view of management, meaning that contented cows give more milk, and satisfied workers will give more work.

- a. True
- b. False

*ANSWER:* True  
*POINTS:* 1  
*DIFFICULTY:* 2  
*REFERENCES:* 47  
*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-03 - 02-03  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* F

25. The Hawthorne studies led to the early conclusion that positive human relations can lead to significantly higher performance.

- a. True
- b. False

ANSWER: True

POINTS: 1

DIFFICULTY: 1

REFERENCES: 47

LEARNING OBJECTIVES: MGMT.DAFT.12.02-03 - 02-03

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STATE STANDARDS: United States - LA - DISC: Environmental Influence

KEYWORDS: Bloom's: Knowledge

OTHER: F

26. Theory Y proposes that organizations can take advantage of the imagination and intellect of all of their employees.

- a. True
- b. False

ANSWER: True

POINTS: 1

DIFFICULTY: 2

REFERENCES: 48

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KEYWORDS: Bloom's: Knowledge

OTHER: F

27. According to Douglas McGregor, Theory X and Theory Y provide two opposing views of workers, where Theory X recognizes that workers enjoy achievement and responsibility, while Theory Y recognizes that workers will avoid work whenever possible.

- a. True
- b. False

ANSWER: False

POINTS: 1

DIFFICULTY: 1

REFERENCES: 49

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STATE STANDARDS: United States - LA - DISC: Environmental Influence

KEYWORDS: Bloom's: Knowledge

OTHER: F

28. An assumption of Theory Y is that the average human being has an inherent dislike of work and will avoid it if possible.

- a. True
- b. False



*ANSWER:* False  
*POINTS:* 1  
*DIFFICULTY:* 1  
*REFERENCES:* 49  
*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-03 - 02-03  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* F

29. The Systems Thinking approach develops theories about human behavior based on scientific methods and study.

- a. True
- b. False

*ANSWER:* False  
*POINTS:* 1  
*DIFFICULTY:* 1  
*REFERENCES:* 49  
*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-05 - 02-05  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* F

30. Organization development is a specific set of management techniques based in the behavioral science approach.

- a. True
- b. False

*ANSWER:* True  
*POINTS:* 1  
*DIFFICULTY:* 1  
*REFERENCES:* 50  
*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-03 - 02-03  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* F

31. The scientific management perspective refers to the management thinking and practice that emphasizes satisfaction of employees' basic needs as the key to increased worker productivity.

- a. True
- b. False

*ANSWER:* False  
*POINTS:* 1  
*DIFFICULTY:* 2  
*REFERENCES:* 50  
*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-03 - 02-03  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic

*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* F

32. The management science approach uses qualitative data in management decision making.

- a. True
- b. False

*ANSWER:* False  
*POINTS:* 1  
*DIFFICULTY:* 1  
*REFERENCES:* 50

*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-04 - 02-04

*NATIONAL STANDARDS:* United States - BUSPROG: Analytic

*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* F

33. The field of management that specializes in the physical production of goods or services refers to operations management.

- a. True
- b. False

*ANSWER:* True  
*POINTS:* 1  
*DIFFICULTY:* 1  
*REFERENCES:* 51

*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-04 - 02-04

*NATIONAL STANDARDS:* United States - BUSPROG: Analytic

*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* F

34. Information technology is the most recent subfield of the quantitative perspective.

- a. True
- b. False

*ANSWER:* True  
*POINTS:* 1  
*DIFFICULTY:* 2  
*REFERENCES:* 51

*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-04 - 02-04

*NATIONAL STANDARDS:* United States - BUSPROG: Analytic

*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* F

35. The term “quants” refers to financial managers and others who base their decisions on complex quantitative analysis, under assumption that using advanced mathematics and technology can accurately predict how the market works.

a. True

b. False

ANSWER: True

POINTS: 1

DIFFICULTY: 2

REFERENCES: 51

LEARNING OBJECTIVES: MGMT.DAFT.12.02-04 - 02-04

NATIONAL STANDARDS: United States - BUSPROG: Analytic

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KEYWORDS: Bloom's: Knowledge

OTHER: F

36. Contingency thinking is the ability to see both the distinct elements of a system or situation and the complex and changing interaction among those elements.

a. True

b. False

ANSWER: False

POINTS: 1

DIFFICULTY: 2

REFERENCES: 52

LEARNING OBJECTIVES: MGMT.DAFT.12.02-05 - 02-05

NATIONAL STANDARDS: United States - BUSPROG: Analytic

STATE STANDARDS: United States - LA - DISC: Environmental Influence

KEYWORDS: Bloom's: Knowledge

OTHER: F

37. When the shop foreman receives and rewards valuable suggestions from its workers, and this leads to continual improvement of production, synergy has occurred.

a. True

b. False

ANSWER: True

POINTS: 1

DIFFICULTY: 2

REFERENCES: 52

LEARNING OBJECTIVES: MGMT.DAFT.12.02-05 - 02-05

NATIONAL STANDARDS: United States - BUSPROG: Analytic

STATE STANDARDS: United States - LA - DISC: Environmental Influence

KEYWORDS: Bloom's: Knowledge

OTHER: A

38. Discerning circles of causality is an important element of systems thinking.

a. True

b. False

ANSWER: True

POINTS: 1

DIFFICULTY: 2

*REFERENCES:* 52  
*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-05 - 02-05  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* F

39. Contingency theory suggests that managers are more successful if they learn the best way to manage and motivate their employees, and then apply this knowledge in a universally consistent way.

- a. True
- b. False

*ANSWER:* False  
*POINTS:* 1  
*DIFFICULTY:* 2  
*REFERENCES:* 53  
*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-05 - 02-05  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* A

40. A contingency view argues that there is one best way to manage an organization.

- a. True
- b. False

*ANSWER:* False  
*POINTS:* 1  
*DIFFICULTY:* 2  
*REFERENCES:* 54  
*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-05 - 02-05  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* F

41. The inherent focus of TQM is on managing the total organization to deliver quality to the customer.

- a. True
- b. False

*ANSWER:* True  
*POINTS:* 1  
*DIFFICULTY:* 1  
*REFERENCES:* 54  
*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-05 - 02-05  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* F

42. Although developed by a Japanese business manager, the quality movement is strongly associated with American companies.

- a. True
- b. False

*ANSWER:* False

*POINTS:* 1

*DIFFICULTY:* 2

*REFERENCES:* 54

*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-05 - 02-05

*NATIONAL STANDARDS:* United States - BUSPROG: Analytic

*STATE STANDARDS:* United States - LA - DISC: Environmental Influence

*KEYWORDS:* Bloom's: Knowledge

*OTHER:* F

43. Benchmarking involves finding out what the customer wants.

- a. True
- b. False

*ANSWER:* False

*POINTS:* 1

*DIFFICULTY:* 2

*REFERENCES:* 54

*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-05 - 02-05

*NATIONAL STANDARDS:* United States - BUSPROG: Analytic

*STATE STANDARDS:* United States - LA - DISC: Environmental Influence

*KEYWORDS:* Bloom's: Knowledge

*OTHER:* F

44. A process whereby companies find out how others do something better than they do and then try to imitate or improve on it refers to outsourcing.

- a. True
- b. False

*ANSWER:* False

*POINTS:* 1

*DIFFICULTY:* 1

*REFERENCES:* 54

*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-05 - 02-05

*NATIONAL STANDARDS:* United States - BUSPROG: Analytic

*STATE STANDARDS:* United States - LA - DISC: Environmental Influence

*KEYWORDS:* Bloom's: Knowledge

*OTHER:* F

45. The implementation of small, incremental improvements in all areas of the organization on an ongoing basis refers to continuous improvement.

- a. True
- b. False

*ANSWER:* True  
*POINTS:* 1  
*DIFFICULTY:* 1  
*REFERENCES:* 54  
*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-05 - 02-05  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* F

46. Six Sigma refers to an innovation mindset, used widely by Indian companies, that strives to meet customers' immediate needs quickly and inexpensively.

- a. True
- b. False

*ANSWER:* False  
*POINTS:* 1  
*DIFFICULTY:* 2  
*REFERENCES:* 55  
*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-05 - 02-05  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* F

47. Supply chain management refers to the sequence of suppliers and purchasers, covering all stages of processing from obtaining raw materials to distributing finished goods to consumers.

- a. True
- b. False

*ANSWER:* True  
*POINTS:* 1  
*DIFFICULTY:* 1  
*REFERENCES:* 58  
*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-06 - 02-06  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* F

48. Customer relationship management systems collect and manage large amounts of data about customers and make them available to employees.

- a. True
- b. False

*ANSWER:* True  
*POINTS:* 1  
*DIFFICULTY:* 1  
*REFERENCES:* 58

*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-06 - 02-06  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* F

49. A supply chain is a network of multiple businesses and individuals that are connected through the flow of products or services.

- a. True
- b. False

*ANSWER:* True  
*POINTS:* 1  
*DIFFICULTY:* 1  
*REFERENCES:* 58

*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-06 - 02-06  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* F

50. An innovation mindset that strives to meet customers' immediate needs quickly and inexpensively is referred to as:

- a. kaizen.
- b. just-in-time control.
- c. total quality management.
- d. jugaad.
- e. XY Theory.

*ANSWER:* d  
*POINTS:* 1  
*DIFFICULTY:* 2  
*REFERENCES:* 37

*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-05 - 02-05  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* F

51. A(n) \_\_\_\_\_ perspective provides a broader way of thinking, a way of searching for patterns, and determining whether they recur across time periods.

- a. analytical
- b. futuristic
- c. systematic
- d. methodical
- e. historical

*ANSWER:* e  
*POINTS:* 1  
*DIFFICULTY:* 1

*REFERENCES:* 38  
*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-01 - 02-01  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* F

52. \_\_\_\_\_ forces refer to those aspects of a culture that guide and influence relationships among people.

- a. Social
- b. Political
- c. Economic
- d. Technological
- e. Legal

*ANSWER:* a  
*POINTS:* 1  
*DIFFICULTY:* 1  
*REFERENCES:* 38  
*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-01 - 02-01  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* F

53. Which of these forces comprises unwritten, common rules and perceptions about relationships?

- a. Economic forces
- b. Political forces
- c. Social forces
- d. Legal forces
- e. Personal forces

*ANSWER:* c  
*POINTS:* 1  
*DIFFICULTY:* 1  
*REFERENCES:* 38  
*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-01 - 02-01  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* F

54. Jessica is a recent college graduate who is seeking a job that includes telecommuting, shared jobs, flextime, and organization-sponsored sabbaticals. Based on this information, Jessica most likely belongs to which demographic group?

- a. Baby Boomer
- b. Generation X
- c. Generation Y
- d. Generation Z
- e. Tweener



*ANSWER:* c  
*POINTS:* 1  
*DIFFICULTY:* 3  
*REFERENCES:* 39  
*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-01 - 02-01  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* A

55. Which of these forces pertain to the availability, production, and distribution of resources in a society?

- a. Social
- b. Political
- c. Economic
- d. Technological
- e. Legal

*ANSWER:* c  
*POINTS:* 1  
*DIFFICULTY:* 1  
*REFERENCES:* 39  
*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-01 - 02-01  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* F

56. Strong anti-American sentiments in many parts of the world exemplify the effect of:

- a. economic forces.
- b. political forces.
- c. demographic forces.
- d. technological forces.
- e. human relations forces.

*ANSWER:* b  
*POINTS:* 1  
*DIFFICULTY:* 3  
*REFERENCES:* 39  
*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-01 - 02-01  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* A

57. The nineteenth and early twentieth centuries saw the development of which management perspective?

- a. The human relations movement
- b. The behavioral sciences approach
- c. The classical perspective

d. The quantitative management approach

e. The TQM approach

ANSWER: c

POINTS: 1

DIFFICULTY: 2

REFERENCES: 39

LEARNING OBJECTIVES: MGMT.DAFT.12.02-03 - 02-03

NATIONAL STANDARDS: United States - BUSPROG: Analytic

STATE STANDARDS: United States - LA - DISC: Environmental Influence

KEYWORDS: Bloom's: Knowledge

OTHER: F

58. Which of these perspectives emphasized a rational, scientific approach to the study of management and sought to make organizations efficient operating machines?

a. The Humanistic Perspective

b. The Behavioral Sciences Approach

c. The Classical Perspective

d. The TQM approach

e. The Quantitative Management Approach

ANSWER: c

POINTS: 1

DIFFICULTY: 1

REFERENCES: 39

LEARNING OBJECTIVES: MGMT.DAFT.12.02-03 - 02-03

NATIONAL STANDARDS: United States - BUSPROG: Analytic

STATE STANDARDS: United States - LA - DISC: Environmental Influence

KEYWORDS: Bloom's: Knowledge

OTHER: F

59. Which of these is a subfield of the classical management perspective that emphasized scientifically determined changes in management practices as the solution to improving labor productivity?

a. The human relations movement

b. The behavioral sciences approach

c. The TQM approach

d. The quantitative management approach

e. The scientific management movement

ANSWER: e

POINTS: 1

DIFFICULTY: 1

REFERENCES: 40

LEARNING OBJECTIVES: MGMT.DAFT.12.02-03 - 02-03

NATIONAL STANDARDS: United States - BUSPROG: Analytic

STATE STANDARDS: United States - LA - DISC: Environmental Influence

KEYWORDS: Bloom's: Knowledge

OTHER: F

60. Frank Gilbreth felt that efficiency equated with:

- a. one best way to do work.
- b. leadership flows from the top down.
- c. procedures and policies.
- d. scientific management.
- e. bureaucracy.

ANSWER: a

POINTS: 1

DIFFICULTY: 2

REFERENCES: 41

LEARNING OBJECTIVES: MGMT.DAFT.12.02-03 - 02-03

NATIONAL STANDARDS: United States - BUSPROG: Analytic

STATE STANDARDS: United States - LA - DISC: Environmental Influence

KEYWORDS: Bloom's: Knowledge

OTHER: F

61. Time and motion studies that resulted in drastic reduction in the time patients spent on the operating table were pioneered by \_\_\_\_.

- a. Edward Deming
- b. Henry Gantt
- c. Max Weber
- d. Mary Parker Follett
- e. Frank Gilbreth

ANSWER: e

POINTS: 1

DIFFICULTY: 2

REFERENCES: 41

LEARNING OBJECTIVES: MGMT.DAFT.12.02-03 - 02-03

NATIONAL STANDARDS: United States - BUSPROG: Analytic

STATE STANDARDS: United States - LA - DISC: Environmental Influence

KEYWORDS: Bloom's: Knowledge

OTHER: F

62. Who is considered the "first lady of management?"

- a. Mary Parker Follett
- b. Lillian Gilbreth
- c. Carly Fiorona
- d. Maxine Weber
- e. Anne Adams

ANSWER: b

POINTS: 1

DIFFICULTY: 2

REFERENCES: 41

LEARNING OBJECTIVES: MGMT.DAFT.12.02-03 - 02-03

NATIONAL STANDARDS: United States - BUSPROG: Analytic

STATE STANDARDS: United States - LA - DISC: Environmental Influence

*KEYWORDS:* Bloom's: Knowledge

*OTHER:* F

63. The three subfields of the classical perspective include:

- a. quantitative management, behavioral science, and administrative management.
- b. bureaucratic organization, quantitative management, and the human relations movement.
- c. administrative management, bureaucratic organization, and scientific management.
- d. scientific management, quantitative management, and administrative management.
- e. none of these.

*ANSWER:* c

*POINTS:* 1

*DIFFICULTY:* 2

*REFERENCES:* 41

*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-03 - 02-03

*NATIONAL STANDARDS:* United States - BUSPROG: Analytic

*STATE STANDARDS:* United States - LA - DISC: Environmental Influence

*KEYWORDS:* Bloom's: Knowledge

*OTHER:* F

64. \_\_\_\_\_ is considered the "father of scientific management."

- a. Frank B. Gilbreth
- b. Elton Mayo
- c. Henry Gantt
- d. Douglas McGregor
- e. Frederick W. Taylor

*ANSWER:* e

*POINTS:* 1

*DIFFICULTY:* 1

*REFERENCES:* 41

*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-03 - 02-03

*NATIONAL STANDARDS:* United States - BUSPROG: Analytic

*STATE STANDARDS:* United States - LA - DISC: Environmental Influence

*KEYWORDS:* Bloom's: Knowledge

*OTHER:* F

65. Which of the following is a bar graph that measures planned and completed work along each stage of production by time elapsed?

- a. Time and Work chart
- b. Gantt chart
- c. Time and Motion chart
- d. Production and Delivery chart
- e. Gilbreth chart

*ANSWER:* b

*POINTS:* 1

*DIFFICULTY:* 1

*REFERENCES:* 41

*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-03 - 02-03  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* F

66. Frederick Taylor's contributions were in the field of:

- a. scientific management.
- b. human resource management.
- c. human relations.
- d. quantitative management.
- e. total quality management.

*ANSWER:* a

*POINTS:* 1

*DIFFICULTY:* 1

*REFERENCES:* 41

*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-03 - 02-03

*NATIONAL STANDARDS:* United States - BUSPROG: Analytic

*STATE STANDARDS:* United States - LA - DISC: Environmental Influence

*KEYWORDS:* Bloom's: Knowledge

*OTHER:* F

67. Which of the following is not a criticism of scientific management?

- a. It does not appreciate the social context of work.
- b. It does not appreciate the higher needs of workers.
- c. It does not appreciate the careful study of tasks and jobs.
- d. It does not acknowledge variance among individuals.
- e. It tends to regard workers as uninformed and ignored their ideas and suggestions.

*ANSWER:* c

*POINTS:* 1

*DIFFICULTY:* 2

*REFERENCES:* 41

*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-03 - 02-03

*NATIONAL STANDARDS:* United States - BUSPROG: Analytic

*STATE STANDARDS:* United States - LA - DISC: Environmental Influence

*KEYWORDS:* Bloom's: Knowledge

*OTHER:* F

68. Standardization of work and wage incentives are characteristics of:

- a. bureaucratic organizations.
- b. scientific management.
- c. quantitative management.
- d. administrative management.
- e. behavioral science.

*ANSWER:* b

*POINTS:* 1

*DIFFICULTY:* 2  
*REFERENCES:* 41  
*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-03 - 02-03  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* F

69. Which of these is a major criticism of scientific management?

- a. It ignored the social context of work.
- b. It ignored the impact of compensation on performance.
- c. It overemphasized individual differences.
- d. It overemphasized the intelligence of workers.
- e. It emphasized the social context of work.

*ANSWER:* a  
*POINTS:* 1  
*DIFFICULTY:* 2  
*REFERENCES:* 41  
*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-03 - 02-03  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* F

70. The assembly line is most consistent with which of the following general principles of management?

- a. Unity of command
- b. Division of work
- c. Authority
- d. Scalar chain
- e. Quality management

*ANSWER:* b  
*POINTS:* 1  
*DIFFICULTY:* 3  
*REFERENCES:* 42  
*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-03 - 02-03  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* A

71. The bureaucratic organizations approach is a subfield within the \_\_\_\_.

- a. classical perspective
- b. systems theory
- c. scientific management
- d. learning organization
- e. management science view

*ANSWER:* a  
*POINTS:* 1  
*DIFFICULTY:* 2  
*REFERENCES:* 42  
*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-03 - 02-03  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* F

72. According to Weber's ideas on bureaucracy, organizations should be based on which of these?

- a. Personal loyalty
- b. Personal references
- c. Rational authority
- d. Family ties
- e. Charismatic authority

*ANSWER:* c  
*POINTS:* 1  
*DIFFICULTY:* 2  
*REFERENCES:* 42  
*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-03 - 02-03  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* F

73. Whereas scientific management focused on \_\_\_\_\_, administrative principles approach focused on the \_\_\_\_\_.

- a. individual productivity; total organization
- b. organization productivity; individual effort
- c. efficient procedures; management by principle
- d. employee ability; employee loyalty
- e. employee competence; work flow through the organization

*ANSWER:* a  
*POINTS:* 1  
*DIFFICULTY:* 2  
*REFERENCES:* 42  
*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-03 - 02-03  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* F

74. Archies' Antiques, Inc., is characterized by separation of management from ownership and by clearly defined lines of authority and responsibility. These characteristics are consistent with the principles of:

- a. scientific management.
- b. bureaucratic organizations.

- c. administrative management theory.
- d. human resource management.
- e. all of these.

ANSWER: b

POINTS: 1

DIFFICULTY: 2

REFERENCES: 42

LEARNING OBJECTIVES: MGMT.DAFT.12.02-03 - 02-03

NATIONAL STANDARDS: United States - BUSPROG: Analytic

STATE STANDARDS: United States - LA - DISC: Environmental Influence

KEYWORDS: Bloom's: Knowledge

OTHER: A

75. All of the following are characteristics of Weberian bureaucracy except:

- a. labor is divided with clear definitions of authority and responsibility that are legitimized as official duties.
- b. positions are organized in a hierarchy of authority, with each position under the authority of a higher one.
- c. all personnel are selected and promoted based on technical qualifications.
- d. administrative acts and decisions are recorded in writing.
- e. management is the same as the ownership of the organization.

ANSWER: e

POINTS: 1

DIFFICULTY: 3

REFERENCES: 43

LEARNING OBJECTIVES: MGMT.DAFT.12.02-03 - 02-03

NATIONAL STANDARDS: United States - BUSPROG: Analytic

STATE STANDARDS: United States - LA - DISC: Environmental Influence

KEYWORDS: Bloom's: Knowledge

OTHER: F

76. Max Weber felt selection of employees should be based on \_\_\_\_.

- a. education
- b. competence
- c. connections
- d. political skills
- e. efficient systems

ANSWER: b

POINTS: 1

DIFFICULTY: 2

REFERENCES: 43

LEARNING OBJECTIVES: MGMT.DAFT.12.02-03 - 02-03

NATIONAL STANDARDS: United States - BUSPROG: Analytic

STATE STANDARDS: United States - LA - DISC: Environmental Influence

KEYWORDS: Bloom's: Knowledge

OTHER: F

77. Matrix Dress Designs operates using the concept of empowerment, where employees act independently and with



management facilitating rather than controlling workers. These qualities represent which management approach?

- a. Administrative principles approach
- b. Bureaucratic approach
- c. Scientific management approach
- d. Humanistic approach
- e. Behavioral sciences approach

ANSWER: d

POINTS: 1

DIFFICULTY: 3

REFERENCES: 43

LEARNING OBJECTIVES: MGMT.DAFT.12.02-03 - 02-03

NATIONAL STANDARDS: United States - BUSPROG: Analytic

STATE STANDARDS: United States - LA - DISC: Environmental Influence

KEYWORDS: Bloom's: Knowledge

OTHER: A

78. Positions organized in a hierarchy of authority is an important characteristic of:

- a. scientific management.
- b. bureaucratic organizations.
- c. quantitative management.
- d. the human relations movement.
- e. total quality management.

ANSWER: b

POINTS: 1

DIFFICULTY: 142

REFERENCES: 43

LEARNING OBJECTIVES: MGMT.DAFT.12.02-03 - 02-03

NATIONAL STANDARDS: United States - BUSPROG: Analytic

STATE STANDARDS: United States - LA - DISC: Environmental Influence

KEYWORDS: Bloom's: Knowledge

OTHER: F

79. UPS is successful in the small package delivery market. One important reason for this success is the concept of:

- a. globalization.
- b. employee flexibility.
- c. loose standards.
- d. bureaucracy.
- e. non-bureaucratic organizational system.

ANSWER: d

POINTS: 1

DIFFICULTY: 2

REFERENCES: 43

LEARNING OBJECTIVES: MGMT.DAFT.12.02-03 - 02-03

NATIONAL STANDARDS: United States - BUSPROG: Analytic

STATE STANDARDS: United States - LA - DISC: Environmental Influence

KEYWORDS: Bloom's: Knowledge

*OTHER:* F

80. Mary Parker Follett contributed to which field?

- a. Humanistic approach
- b. Scientific management approach
- c. Total quality management approach
- d. Quantitative approach to management
- e. Systems approach to management

*ANSWER:* a

*POINTS:* 1

*DIFFICULTY:* 1

*REFERENCES:* 43

*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-03 - 02-03

*NATIONAL STANDARDS:* United States - BUSPROG: Analytic

*STATE STANDARDS:* United States - LA - DISC: Environmental Influence

*KEYWORDS:* Bloom's: Knowledge

*OTHER:* F

81. The principle that similar activities in an organization should be grouped together under one manager is the essence of the classical perspective known as:

- a. unity of command.
- b. division of work.
- c. unity of direction.
- d. scalar chain.
- e. quality management.

*ANSWER:* c

*POINTS:* 1

*DIFFICULTY:* 2

*REFERENCES:* 44

*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-03 - 02-03

*NATIONAL STANDARDS:* United States - BUSPROG: Analytic

*STATE STANDARDS:* United States - LA - DISC: Environmental Influence

*KEYWORDS:* Bloom's: Knowledge

*OTHER:* F

82. The use of specialization to produce more and better work with the same level of effort is consistent with the administrative management principle of:

- a. unity of command.
- b. unity of direction.
- c. scalar chain.
- d. division of work.
- e. none of these

*ANSWER:* d

*POINTS:* 1

*DIFFICULTY:* 1

*REFERENCES:* 44

*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-03 - 02-03  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* F

83. Genex Dynamics is a ballistics company that uses the unity of command, scalar chain, and division of work principles. These are part of which management philosophy?

- a. Administrative principles approach
- b. Bureaucratic approach
- c. Scientific management approach
- d. Humanistic approach
- e. Behavioral sciences approach

*ANSWER:* a

*POINTS:* 1

*DIFFICULTY:* 3

*REFERENCES:* 44

*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-03 - 02-03  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* A

84. The \_\_\_\_\_ refers to a chain of authority extending from top to the bottom of the organization and including every employee.

- a. unity of command
- b. division of labor
- c. unity of direction
- d. scalar chain
- e. none of these

*ANSWER:* d

*POINTS:* 1

*DIFFICULTY:* 1

*REFERENCES:* 44

*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-03 - 02-03  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* F

85. Mary Parker Follett thought of leadership as \_\_\_\_\_, rather than techniques.

- a. systems
- b. top managers
- c. people
- d. efficiencies
- e. floor managers

*ANSWER:* c  
*POINTS:* 1  
*DIFFICULTY:* 2  
*REFERENCES:* 45  
*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-03 - 02-03  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* F

86. A key finding in the Hawthorne studies was which of these?

- a. Stronger lighting increased productivity.
- b. More money resulted in increased productivity.
- c. Productivity declined in all experiments.
- d. Higher temperatures reduced productivity.
- e. Human relations increased productivity.

*ANSWER:* e  
*POINTS:* 1  
*DIFFICULTY:* 2  
*REFERENCES:* 45  
*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-03 - 02-03  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* F

87. Chester Bernard felt that \_\_\_\_\_ could help a poorly managed organization.

- a. bureaucracy
- b. line managers
- c. efficiencies
- d. informal relations
- e. top/down flow of information

*ANSWER:* d  
*POINTS:* 1  
*DIFFICULTY:* 2  
*REFERENCES:* 46  
*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-03 - 02-03  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* F

88. The findings provided by the Hawthorne Studies provided the impetus for the \_\_\_\_\_, despite flawed methodology or inaccurate conclusions.

- a. classical perspective
- b. humanistic perspective

- c. scientific management
- d. bureaucratic organizations
- e. contingency perspective

*ANSWER:* b

*POINTS:* 1

*DIFFICULTY:* 2

*REFERENCES:* 46

*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-03 - 02-03

*NATIONAL STANDARDS:* United States - BUSPROG: Analytic

*STATE STANDARDS:* United States - LA - DISC: Environmental Influence

*KEYWORDS:* Bloom's: Knowledge

*OTHER:* F

89. A social group within an organization is part of the:

- a. formal organizational structure.
- b. informal organization.
- c. scalar chain.
- d. reorganization process.
- e. top management level.

*ANSWER:* b

*POINTS:* 1

*DIFFICULTY:* 1

*REFERENCES:* 46

*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-03 - 02-03

*NATIONAL STANDARDS:* United States - BUSPROG: Analytic

*STATE STANDARDS:* United States - LA - DISC: Environmental Influence

*KEYWORDS:* Bloom's: Knowledge

*OTHER:* F

90. A significant contribution of Chester Barnard was the concept of:

- a. bureaucracy.
- b. the informal organization.
- c. total quality management.
- d. scientific management.
- e. traditional theory of authority.

*ANSWER:* b

*POINTS:* 1

*DIFFICULTY:* 1

*REFERENCES:* 46

*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-03 - 02-03

*NATIONAL STANDARDS:* United States - BUSPROG: Analytic

*STATE STANDARDS:* United States - LA - DISC: Environmental Influence

*KEYWORDS:* Bloom's: Knowledge

*OTHER:* F

91. The human resources perspective of management links motivation theories with \_\_\_\_\_.

- a. top management
- b. employee tasks
- c. floor managers
- d. efficiencies
- e. profit maximization

*ANSWER:* b

*POINTS:* 1

*DIFFICULTY:* 2

*REFERENCES:* 47

*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-03 - 02-03

*NATIONAL STANDARDS:* United States - BUSPROG: Analytic

*STATE STANDARDS:* United States - LA - DISC: Environmental Influence

*KEYWORDS:* Bloom's: Knowledge

*OTHER:* F

92. A "dairy farm" view of management, i.e., contented cows give more milk, so satisfied workers will give more work was espoused by:

- a. human relations management.
- b. human resource perspective.
- c. behavioral science approach.
- d. management science perspective.
- e. none of these.

*ANSWER:* a

*POINTS:* 1

*DIFFICULTY:* 2

*REFERENCES:* 47

*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-03 - 02-03

*NATIONAL STANDARDS:* United States - BUSPROG: Analytic

*STATE STANDARDS:* United States - LA - DISC: Environmental Influence

*KEYWORDS:* Bloom's: Knowledge

*OTHER:* F

93. Maslow's hierarchy of needs started with which of these needs?

- a. Esteem
- b. Love
- c. Safety
- d. Physiological
- e. Belongingness

*ANSWER:* d

*POINTS:* 1

*DIFFICULTY:* 1

*REFERENCES:* 47

*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-03 - 02-03

*NATIONAL STANDARDS:* United States - BUSPROG: Analytic

*STATE STANDARDS:* United States - LA - DISC: Environmental Influence

*KEYWORDS:* Bloom's: Knowledge

*OTHER:* F

94. Tommy believes his employees are responsible, creative, and able to work with minimal direction. He is a:

- a. theory X manager.
- b. theory Y manager.
- c. theory Z manager.
- d. theory A manager.
- e. contingency theory manager.

*ANSWER:* b

*POINTS:* 1

*DIFFICULTY:* 2

*REFERENCES:* 47

*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-03 - 02-03

*NATIONAL STANDARDS:* United States - BUSPROG: Analytic

*STATE STANDARDS:* United States - LA - DISC: Environmental Influence

*KEYWORDS:* Bloom's: Knowledge

*OTHER:* A

95. Theory X and Theory Y was developed by \_\_\_\_\_.

- a. Douglas McGregor
- b. Henry Gantt
- c. Max Weber
- d. Mary Parker Follett
- e. Frank Gilbreth

*ANSWER:* a

*POINTS:* 1

*DIFFICULTY:* 2

*REFERENCES:* 47

*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-03 - 02-03

*NATIONAL STANDARDS:* United States - BUSPROG: Analytic

*STATE STANDARDS:* United States - LA - DISC: Environmental Influence

*KEYWORDS:* Bloom's: Knowledge

*OTHER:* F

96. Beth Brant, production supervisor at Trustworthy Tools Mfg., Inc. believes that her employees dislike work, avoid responsibility, and therefore they need to be controlled and directed. Beth is a:

- a. theory X manager.
- b. theory Y manager.
- c. realistic manager.
- d. theory Z manager.
- e. theory J manager.

*ANSWER:* a

*POINTS:* 1

*DIFFICULTY:* 3

*REFERENCES:* 48

*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-03 - 02-03

*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* A

97. According to Douglas McGregor, the classical perspective on management is consistent with which of the following?
- a. Theory X manager
  - b. Theory Y manager
  - c. Theory Z manager
  - d. Theory A manager
  - e. None of these

*ANSWER:* a

*POINTS:* 1

*DIFFICULTY:* 2

*REFERENCES:* 48

*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-03 - 02-03

*NATIONAL STANDARDS:* United States - BUSPROG: Analytic

*STATE STANDARDS:* United States - LA - DISC: Environmental Influence

*KEYWORDS:* Bloom's: Knowledge

*OTHER:* F

98. The behavioral sciences approach is based on which of the following disciplines?
- a. Anthropology
  - b. Economics
  - c. Sociology
  - d. Psychology
  - e. All of these

*ANSWER:* e

*POINTS:* 1

*DIFFICULTY:* 1

*REFERENCES:* 49-50

*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-03 - 02-03

*NATIONAL STANDARDS:* United States - BUSPROG: Analytic

*STATE STANDARDS:* United States - LA - DISC: Environmental Influence

*KEYWORDS:* Bloom's: Knowledge

*OTHER:* F

99. Organizational development is one specific set of management techniques based in the \_\_\_\_\_ approach.
- a. management science
  - b. systems theory
  - c. behavioral sciences
  - d. scientific management
  - e. quantitative

*ANSWER:* c

*POINTS:* 1

*DIFFICULTY:* 2



*REFERENCES:* 49-50  
*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-03 - 02-03  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* F

100. The Forestville Freeze is regionally known for its employee training programs. Managers at the Freeze conduct research to determine the best candidate interviewing techniques. This involves the use of which management approach?

- a. Administrative principles approach
- b. Bureaucratic approach
- c. Behavioral sciences approach
- d. Humanistic approach
- e. Scientific management approach

*ANSWER:* c  
*POINTS:* 1  
*DIFFICULTY:* 3  
*REFERENCES:* 49-50  
*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-03 - 02-03  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* A

101. The management science perspective emerged after World War II to treat problems associated with:

- a. modern global warfare.
- b. environmental issues.
- c. employee involvement.
- d. Germany.
- e. improving manufacturing.

*ANSWER:* a  
*POINTS:* 1  
*DIFFICULTY:* 2  
*REFERENCES:* 50  
*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-04 - 02-04  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* F

102. Which of these refers to the management thinking and practice that emphasizes satisfaction of employees' basic needs as the key to increased worker productivity?

- a. Scientific management perspective
- b. Human resource perspective
- c. Management science perspective
- d. Behavioral sciences approach

e. Human relations movement

ANSWER: e

POINTS: 1

DIFFICULTY: 2

REFERENCES: 50

LEARNING OBJECTIVES: MGMT.DAFT.12.02-03 - 02-03

NATIONAL STANDARDS: United States - BUSPROG: Analytic

STATE STANDARDS: United States - LA - DISC: Environmental Influence

KEYWORDS: Bloom's: Knowledge

OTHER: F

103. Within his role as a financial accountant, Roger uses the capital asset pricing model and other mathematical tools to help clients keep track of their finances. Which perspective or approach does Roger apply most at his work?

- a. Quantitative perspective
- b. Qualitative perspective
- c. Humanistic approach
- d. Behavioral science approach
- e. Scientific management approach

ANSWER: a

POINTS: 1

DIFFICULTY: 3

REFERENCES: 50

LEARNING OBJECTIVES: MGMT.DAFT.12.02-04 - 02-04

NATIONAL STANDARDS: United States - BUSPROG: Analytic

STATE STANDARDS: United States - LA - DISC: Environmental Influence

KEYWORDS: Bloom's: Knowledge

OTHER: A

104. The \_\_\_\_\_ emphasized the importance of understanding human behaviors, needs, and attitudes in the workplace as well as social interactions and group processes.

- a. humanistic perspective
- b. classical perspective
- c. scientific management
- d. bureaucratic organizations
- e. contingency perspective

ANSWER: a

POINTS: 1

DIFFICULTY: 1

REFERENCES: 50

LEARNING OBJECTIVES: MGMT.DAFT.12.02-03 - 02-03

NATIONAL STANDARDS: United States - BUSPROG: Analytic

STATE STANDARDS: United States - LA - DISC: Environmental Influence

KEYWORDS: Bloom's: Knowledge

OTHER: F

105. Most early interpretations of the Hawthorne studies argued that the factor that best explained increased output was

- \_\_\_\_.
- a. money
  - b. days off
  - c. human relations
  - d. lighting
  - e. free food

*ANSWER:* c

*POINTS:* 1

*DIFFICULTY:* 2

*REFERENCES:* 50

*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-03 - 02-03

*NATIONAL STANDARDS:* United States - BUSPROG: Analytic

*STATE STANDARDS:* United States - LA - DISC: Environmental Influence

*KEYWORDS:* Bloom's: Knowledge

*OTHER:* F

106. The management science perspective applies all of the following to managerial problems EXCEPT:

- a. statistics.
- b. qualitative techniques.
- c. mathematics.
- d. quantitative techniques.
- e. all of these are correct.

*ANSWER:* b

*POINTS:* 1

*DIFFICULTY:* 2

*REFERENCES:* 50

*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-04 - 02-04

*NATIONAL STANDARDS:* United States - BUSPROG: Analytic

*STATE STANDARDS:* United States - LA - DISC: Environmental Influence

*KEYWORDS:* Bloom's: Knowledge

*OTHER:* F

107. Operations research grew out of World War II groups and is based on \_\_\_\_.

- a. group dynamics
- b. employees in crisis
- c. production in turbulent times
- d. mathematical equations
- e. a humanistic approach

*ANSWER:* d

*POINTS:* 1

*DIFFICULTY:* 2

*REFERENCES:* 50

*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-04 - 02-04

*NATIONAL STANDARDS:* United States - BUSPROG: Analytic

*STATE STANDARDS:* United States - LA - DISC: Environmental Influence

*KEYWORDS:* Bloom's: Knowledge

*OTHER:* F

108. Which of the following refers to financial managers and others who base their decisions on complex quantitative analysis, under assumption that using advanced mathematics and technology can accurately predict how the market works?

- a. Stems
- b. Yuppies
- c. Qualls
- d. Quants
- e. Fins

*ANSWER:* d

*POINTS:* 1

*DIFFICULTY:* 2

*REFERENCES:* 51

*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-04 - 02-04

*NATIONAL STANDARDS:* United States - BUSPROG: Analytic

*STATE STANDARDS:* United States - LA - DISC: Environmental Influence

*KEYWORDS:* Bloom's: Knowledge

*OTHER:* F

109. The most recent subfield of the quantitative perspective is \_\_\_\_\_, which is reflected in management information systems designed to provide relevant information to managers in a timely and cost-efficient manner.

- a. operations research
- b. operations management
- c. information technology
- d. systems thinking
- e. infrastructure development

*ANSWER:* c

*POINTS:* 1

*DIFFICULTY:* 2

*REFERENCES:* 51

*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-04 - 02-04

*NATIONAL STANDARDS:* United States - BUSPROG: Analytic

*STATE STANDARDS:* United States - LA - DISC: Environmental Influence

*KEYWORDS:* Bloom's: Knowledge

*OTHER:* F

110. The teamwork philosophy is based in part on the assumption that five people working together can produce more than five people working individually. This philosophy is consistent with the concept of \_\_\_\_\_.

- a. transformation
- b. entropy
- c. synergy
- d. feedback
- e. quality

*ANSWER:* c

*POINTS:* 1

*DIFFICULTY:* 3  
*REFERENCES:* 52  
*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-04 - 02-04  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* A

111. From the 1950s until today, which management perspective has remained the most prevalent?

- a. Systems
- b. Qualitative
- c. Scientific management
- d. Quantitative
- e. Humanistic

*ANSWER:* e  
*POINTS:* 1  
*DIFFICULTY:* 2  
*REFERENCES:* 52  
*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-04 - 02-04  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* F

112. Georgia, an airline CEO, often looks for patterns of movement within the airline industry, focusing on the qualities of rhythm, flow, direction, shape, and networks of relationships. This type of activity, referred to as \_\_\_\_\_ thinking, allows Georgia to see the structures that underlie complex situations within the industry and company.

- a. systems
- b. qualitative
- c. quantitative
- d. conceptual
- e. contingency

*ANSWER:* a  
*POINTS:* 1  
*DIFFICULTY:* 3  
*REFERENCES:* 52  
*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-05 - 02-05  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* A

113.  $10 + 10 = 25$  reflects which of these?

- a. Entropy
- b. Synergy
- c. Open system

- d. Closed system
- e. Weberian math

*ANSWER:* b

*POINTS:* 1

*DIFFICULTY:* 3

*REFERENCES:* 52

*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-05 - 02-05

*NATIONAL STANDARDS:* United States - BUSPROG: Analytic

*STATE STANDARDS:* United States - LA - DISC: Environmental Influence

*KEYWORDS:* Bloom's: Knowledge

*OTHER:* F

114. It is often difficult to make decisions about subsystems because they are \_\_\_\_.

- a. interdependent
- b. independent
- c. managed differently
- d. filled with employees
- e. organizationally based

*ANSWER:* a

*POINTS:* 1

*DIFFICULTY:* 2

*REFERENCES:* 52

*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-05 - 02-05

*NATIONAL STANDARDS:* United States - BUSPROG: Analytic

*STATE STANDARDS:* United States - LA - DISC: Environmental Influence

*KEYWORDS:* Bloom's: Knowledge

*OTHER:* F

115. After decades of being a manager, Jeffrey has learned that an organizational structure that is effective for one company is likely to be ineffective for a different company. This knowledge reflects which current management perspective?

- a. Systems thinking
- b. Contingency view
- c. Total quality management
- d. Benchmarking
- e. Scientific management view

*ANSWER:* b

*POINTS:* 1

*DIFFICULTY:* 2

*REFERENCES:* 52

*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-05 - 02-05

*NATIONAL STANDARDS:* United States - BUSPROG: Analytic

*STATE STANDARDS:* United States - LA - DISC: Environmental Influence

*KEYWORDS:* Bloom's: Knowledge

*OTHER:* A

116. \_\_\_\_\_ specifies a goal of no more than 3.4 defects per million parts.

- a. Benchmarking
- b. Total quality management
- c. Six sigma
- d. Balanced scorecard
- e. Jugaad

ANSWER: c

POINTS: 1

DIFFICULTY: 2

REFERENCES: 53

LEARNING OBJECTIVES: MGMT.DAFT.12.02-06 - 02-06

NATIONAL STANDARDS: United States - BUSPROG: Analytic

STATE STANDARDS: United States - LA - DISC: Environmental Influence

KEYWORDS: Bloom's: Knowledge

OTHER: F

117. In \_\_\_\_\_, every situation is viewed as unique.

- a. a universalist view
- b. a contingency view
- c. a case view
- d. a scientific management view
- e. none of these

ANSWER: c

POINTS: 1

DIFFICULTY: 2

REFERENCES: 53

LEARNING OBJECTIVES: MGMT.DAFT.12.02-05 - 02-05

NATIONAL STANDARDS: United States - BUSPROG: Analytic

STATE STANDARDS: United States - LA - DISC: Environmental Influence

KEYWORDS: Bloom's: Knowledge

OTHER: F

118. In order to determine how to deal with a problem employee, Sharon evaluated the employee, the problem, and the context in which the problem occurred. She is applying which of the following perspectives?

- a. Participative view
- b. Universalist view
- c. Autonomy view
- d. Contingency view
- e. Humanist view

ANSWER: d

POINTS: 1

DIFFICULTY: 3

REFERENCES: 54

LEARNING OBJECTIVES: MGMT.DAFT.12.02-05 - 02-05

NATIONAL STANDARDS: United States - BUSPROG: Analytic

STATE STANDARDS: United States - LA - DISC: Environmental Influence

*KEYWORDS:* Bloom's: Knowledge

*OTHER:* A

119. A consultant who recommends the effectiveness of sensitivity training to every organization he serves is violating the basics of which of the following perspectives?

- a. Efficiency perspective
- b. Universalist perspective
- c. Contingency perspective
- d. Scientific management perspective
- e. Quantitative perspective

*ANSWER:* c

*POINTS:* 1

*DIFFICULTY:* 2

*REFERENCES:* 54

*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-05 - 02-05

*NATIONAL STANDARDS:* United States - BUSPROG: Analytic

*STATE STANDARDS:* United States - LA - DISC: Environmental Influence

*KEYWORDS:* Bloom's: Knowledge

*OTHER:* A

120. Which of the following is often considered the "father of the quality movement?"

- a. Weber
- b. Gilbreth
- c. Follett
- d. Deming
- e. Gehrke

*ANSWER:* d

*POINTS:* 1

*DIFFICULTY:* 2

*REFERENCES:* 54

*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-05 - 02-05

*NATIONAL STANDARDS:* United States - BUSPROG: Analytic

*STATE STANDARDS:* United States - LA - DISC: Environmental Influence

*KEYWORDS:* Bloom's: Knowledge

*OTHER:* F

121. \_\_\_\_\_ focuses on managing the whole organization to deliver quality to customers.

- a. Bureaucracy
- b. Theory Z
- c. Management-by-objective
- d. Total quality management
- e. Organization-customer relationship

*ANSWER:* d

*POINTS:* 1

*DIFFICULTY:* 1

*REFERENCES:* 54



*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-05 - 02-05  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* F

122. Elements of TQM include:

- a. employee detachment.
- b. focus on profits.
- c. benchmarking.
- d. accidental improvement.
- e. all of these.

*ANSWER:* c

*POINTS:* 1

*DIFFICULTY:* 1

*REFERENCES:* 54

*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-05 - 02-05

*NATIONAL STANDARDS:* United States - BUSPROG: Analytic

*STATE STANDARDS:* United States - LA - DISC: Environmental Influence

*KEYWORDS:* Bloom's: Knowledge

*OTHER:* F

123. \_\_\_\_\_ is a process whereby companies find out how others do something better than they do and then try to imitate or improve on it.

- a. TQM
- b. Continuous improvement
- c. Benchmarking
- d. Empowerment
- e. MBO

*ANSWER:* c

*POINTS:* 1

*DIFFICULTY:* 1

*REFERENCES:* 54

*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-05 - 02-05

*NATIONAL STANDARDS:* United States - BUSPROG: Analytic

*STATE STANDARDS:* United States - LA - DISC: Environmental Influence

*KEYWORDS:* Bloom's: Knowledge

*OTHER:* F

124. The implementation of small incremental improvements in all areas of the organization on an ongoing basis is referred to as:

- a. benchmarking.
- b. empowerment.
- c. systems theory.
- d. contingency perspective.
- e. continuous improvement.

*ANSWER:* e  
*POINTS:* 1  
*DIFFICULTY:* 1  
*REFERENCES:* 54  
*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-05 - 02-05  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* F

125. Which of the following refers to managing the sequence of suppliers and purchasers, covering all stages of processing from obtaining raw materials to distributing finished goods to consumers?

- a. E-commerce
- b. E-business
- c. Supply chain management
- d. Knowledge management
- e. Customer relationship management

*ANSWER:* c  
*POINTS:* 1  
*DIFFICULTY:* 2  
*REFERENCES:* 56  
*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-06 - 02-06  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* F

126. Which of the following uses the latest information technology to keep in close touch with customers and to collect and manage large amounts of customer data?

- a. Supply Chain Management
- b. Learning Organizations
- c. Scientific Management
- d. Customer Relationship Management
- e. The Humanistic Approach

*ANSWER:* d  
*POINTS:* 1  
*DIFFICULTY:* 1  
*REFERENCES:* 56  
*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-06 - 02-06  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* F

127. Which of the following is identified as a recent trend that has staying power?

- a. Corporate takeovers

- b. Hedging
- c. Insourcing
- d. Relationship management
- e. Task management

*ANSWER:* d

*POINTS:* 1

*DIFFICULTY:* 2

*REFERENCES:* 56

*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-06 - 02-06

*NATIONAL STANDARDS:* United States - BUSPROG: Analytic

*STATE STANDARDS:* United States - LA - DISC: Environmental Influence

*KEYWORDS:* Bloom's: Knowledge

*OTHER:* F

### Scenario - Britney Marr

The opportunity to gain a foothold in the snack cracker industry had just been found. Britney Marr, an account executive manager for Baked Wheat Industries had developed an interest in wheat crackers two months ago when one of her newly hired account execs, Amy Bender, had convinced her about the high margins and promising future associated with that market. Marr had always believed that if you do your homework in hiring the best people then it only makes sense to listen to their recommendations and implement their suggestions.

Marr had given her approval to Bender to explore opportunities to move into this promising new market. This morning, Bender had reported that the Jackson Corporation had severed its contract with Feel Good Crackers Incorporated. Apparently, the Feel Good salesman had shared sensitive information about Jackson at a cocktail party. Bender had already established a good relationship with Feel Good buyers and so recognized this as an opportunity to expand her market into wheat crackers.

128. Marr's behavior provides an example of:

- a. the use of scalar rope.
- b. division of organization.
- c. the principle of inversion.
- d. unity of direction.
- e. all of these.

*ANSWER:* D

*POINTS:* 1

*DIFFICULTY:* 2

*REFERENCES:* 44

*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-03 - 02-03

*NATIONAL STANDARDS:* United States - BUSPROG: Analytic

*STATE STANDARDS:* United States - LA - DISC: Environmental Influence

*KEYWORDS:* Bloom's: Application

*OTHER:* A

129. Marr's management style reflects a belief in:

- a. theory Y.
- b. developing her employees through control.
- c. grieving theory.
- d. all of these.
- e. none of these.

*ANSWER:* A  
*POINTS:* 1  
*DIFFICULTY:* 2  
*REFERENCES:* 48  
*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-03 - 02-03  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Application  
*OTHER:* A

130. From a systems theory perspective:

- a. Marr should increase teamwork, leading to more entropy.
- b. Marr should listen to and reward her people well to increase synergy.
- c. the Jackson account was lost because Feel Good was too closed to its environment.
- d. all of these.
- e. none of these.

*ANSWER:* B  
*POINTS:* 1  
*DIFFICULTY:* 2  
*REFERENCES:* 52  
*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-05 - 02-05  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Application  
*OTHER:* A

131. Contingency theory recommends:

- a. Marr should manage all of her employees the way she manages Bender.
- b. the goal of every manager should be high return on investment, so Marr should expand her market only if it increases ROI.
- c. Bender should focus on her expertise, recognizing the potential risk of failure with a new market.
- d. all of these.
- e. none of these.

*ANSWER:* E  
*POINTS:* 1  
*DIFFICULTY:* 2  
*REFERENCES:* 53  
*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-05 - 02-05  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Application  
*OTHER:* A

132. A(n) \_\_\_\_\_ perspective provides a broader way of thinking, a way of searching for patterns and determining whether they recur across time periods.

*ANSWER:* historical  
*POINTS:* 1

*DIFFICULTY:* 1  
*REFERENCES:* 38  
*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-01 - 02-01  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* F

133. \_\_\_\_\_ refer to the aspects of a culture that guide and influence relationships among people.

*ANSWER:* Social forces  
*POINTS:* 1  
*DIFFICULTY:* 2  
*REFERENCES:* 38  
*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-01 - 02-01  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* F

134. \_\_\_\_\_ refer to the influence of political and legal institutions on people and organizations.

*ANSWER:* Political forces  
*POINTS:* 1  
*DIFFICULTY:* 2  
*REFERENCES:* 39  
*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-01 - 02-01  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* F

135. \_\_\_\_\_ pertain to the availability, production, and distribution of resources in a society.

*ANSWER:* Economic forces  
*POINTS:* 1  
*DIFFICULTY:* 2  
*REFERENCES:* 39  
*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-01 - 02-01  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* F

136. A management perspective that emerged during the nineteenth and early twentieth centuries that emphasized a rational, scientific approach to the study of management and sought to make organizations efficient operating machines is called \_\_\_\_\_.

*ANSWER:* classical perspective  
*POINTS:* 1

*DIFFICULTY:* 2  
*REFERENCES:* 40  
*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-03 - 02-03  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* F

137. \_\_\_\_\_ is considered the "father of scientific management."

*ANSWER:* Frederick W. Taylor

*POINTS:* 1

*DIFFICULTY:* 1

*REFERENCES:* 41

*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-03 - 02-03

*NATIONAL STANDARDS:* United States - BUSPROG: Analytic

*STATE STANDARDS:* United States - LA - DISC: Environmental Influence

*KEYWORDS:* Bloom's: Knowledge

*OTHER:* F

138. Weber's vision of organizations that would be managed on an impersonal, rational basis is called a(n) \_\_\_\_\_.

*ANSWER:* bureaucracy

*POINTS:* 1

*DIFFICULTY:* 2

*REFERENCES:* 42

*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-03 - 02-03

*NATIONAL STANDARDS:* United States - BUSPROG: Analytic

*STATE STANDARDS:* United States - LA - DISC: Environmental Influence

*KEYWORDS:* Bloom's: Knowledge

*OTHER:* F

139. A subfield of the classical management perspective that focused on the total organization rather than the individual worker, delineating the management functions of planning, organizing, commanding, coordinating, and controlling is called \_\_\_\_\_.

*ANSWER:* administrative principles

*POINTS:* 1

*DIFFICULTY:* 2

*REFERENCES:* 44

*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-03 - 02-03

*NATIONAL STANDARDS:* United States - BUSPROG: Analytic

*STATE STANDARDS:* United States - LA - DISC: Environmental Influence

*KEYWORDS:* Bloom's: Knowledge

*OTHER:* F

140. According to Fayol, similar activities in an organization should be grouped together under one manager. This administrative principle is known as \_\_\_\_\_.

*ANSWER:* unity of direction

*POINTS:* 1  
*DIFFICULTY:* 3  
*REFERENCES:* 44  
*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-03 - 02-03  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* F

141. A management perspective that emerged around the late nineteenth century that emphasized understanding human behavior, needs, and attitudes in the workplace is referred to as a(n) \_\_\_\_\_.

*ANSWER:* humanistic perspective

*POINTS:* 1  
*DIFFICULTY:* 2  
*REFERENCES:* 45  
*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-03 - 02-03  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* F

142. A management perspective that suggests jobs should be designed to meet higher-level needs by allowing workers to use their full potential is called a(n) \_\_\_\_\_.

*ANSWER:* human resources perspective

*POINTS:* 1  
*DIFFICULTY:* 2  
*REFERENCES:* 47  
*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-03 - 02-03  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* F

143. Organizational development is one specific set of management techniques based in the \_\_\_\_\_ approach.

*ANSWER:* behavioral sciences

*POINTS:* 1  
*DIFFICULTY:* 2  
*REFERENCES:* 50  
*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-03 - 02-03  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* F

144. A management perspective that emerged after World War II, and applied mathematics, statistics, and other quantitative techniques to managerial problems is referred to as a(n) \_\_\_\_\_.

*ANSWER:* management science perspective  
*POINTS:* 1  
*DIFFICULTY:* 2  
*REFERENCES:* 50  
*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-04 - 02-04  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* F

145. \_\_\_\_\_ refers to the field of management that specializes in the physical production of goods or services.

*ANSWER:* Operations management  
*POINTS:* 1  
*DIFFICULTY:* 2  
*REFERENCES:* 51  
*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-04 - 02-04  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* F

146. The concept that the whole is greater than the sum of its parts is known as \_\_\_\_\_.

*ANSWER:* synergy  
*POINTS:* 1  
*DIFFICULTY:* 2  
*REFERENCES:* 52  
*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-05 - 02-05  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* F

147. The \_\_\_\_\_ view of management is an integration of the case and universalist viewpoints.

*ANSWER:* contingency  
*POINTS:* 1  
*DIFFICULTY:* 2  
*REFERENCES:* 53  
*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-05 - 02-05  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* F

148. The process by which companies find out how others do something better than they do and then try to copy and/or improve it is known as \_\_\_\_\_.

*ANSWER:* benchmarking



*POINTS:* 1  
*DIFFICULTY:* 2  
*REFERENCES:* 54  
*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-05 - 02-05  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* F

149. \_\_\_\_\_ refers to the sequence of suppliers and purchasers, covering all stages of processing from obtaining raw materials to distributing finished goods to consumers.

*ANSWER:* Supply chain management

*POINTS:* 1  
*DIFFICULTY:* 2  
*REFERENCES:* 58  
*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-07 - 02-07  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* F

150. \_\_\_\_\_ collect and manage large amounts of data about customers and make them available to employees, enabling better decision making and superior customer service.

*ANSWER:* Customer relationship management systems  
CRM systems

*POINTS:* 1  
*DIFFICULTY:* 2  
*REFERENCES:* 58  
*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-07 - 02-07  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* F

151. List three of the basic ideas of scientific management.

*ANSWER:* Any three of the following develop standard methods for doing each job; select workers with appropriate abilities; train workers in standard methods; support workers and eliminate interruptions; and provide wage incentives.

*POINTS:* 1  
*DIFFICULTY:* 2  
*REFERENCES:* 41  
*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-03 - 02-03  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* F

152. List the three assumptions associated with McGregor's Theory X.

**ANSWER:** (1) Individuals have an innate dislike of work and will try to avoid it; (2) Most people must be coerced to get them to put out a reasonable level of effort; and (3) The typical person prefers to be told what to do.

**POINTS:** 1

**DIFFICULTY:** 3

**REFERENCES:** 49

**LEARNING OBJECTIVES:** MGMT.DAFT.12.02-03 - 02-03

**NATIONAL STANDARDS:** United States - BUSPROG: Analytic

**STATE STANDARDS:** United States - LA - DISC: Environmental Influence

**KEYWORDS:** Bloom's: Knowledge

**OTHER:** F

153. Discuss the advantages and disadvantages of Taylor's Scientific Management.

**ANSWER:** The advantages of scientific management included the standardization of work, the systematic study of work, the linking of performance and pay, and improved productivity. The disadvantages included its failure to consider the social context within which work took place and its failure to appreciate workers' needs, other than their need for money.

**POINTS:** 1

**DIFFICULTY:** 2

**REFERENCES:** 41

**LEARNING OBJECTIVES:** MGMT.DAFT.12.02-03 - 02-03

**NATIONAL STANDARDS:** United States - BUSPROG: Analytic

**STATE STANDARDS:** United States - LA - DISC: Environmental Influence

**KEYWORDS:** Bloom's: Knowledge

**OTHER:** F

154. The writings of Fayol, Taylor, and Weber provide the foundation for modern management. Identify the school of thought associated with each writer and compare the focus that each writer takes in relation to the organization.

**ANSWER:** Fayol is associated with the Administrative School, focusing on the manager level. Taylor is associated with Scientific Management, and focused on the work level. Weber is associated with the Bureaucratic Model, and his focus was on the level of the organization.

**POINTS:** 1

**DIFFICULTY:** 2

**REFERENCES:** 40-42

**LEARNING OBJECTIVES:** MGMT.DAFT.12.02-03 - 02-03

**NATIONAL STANDARDS:** United States - BUSPROG: Analytic

**STATE STANDARDS:** United States - LA - DISC: Environmental Influence

**KEYWORDS:** Bloom's: Knowledge

**OTHER:** F

155. Briefly describe what happened in the Hawthorne Studies and explain the results and conclusions of these studies.

**ANSWER:** Harvard researchers, working under the direction of Elton Mayo, were studying the effects of various lighting conditions on worker performance at the Western Electric plant in Hawthorne, Illinois. Each time an experimental change was made, performance improved, regardless of the change. The early conclusion was that workers perceived that their work was important enough to hire researchers to work with them, and this recognition of importance was sufficient to motivate improved performance. This conclusion led to the development of the Human Relations Movement, stressing the importance of satisfied, happy

workers. Recent analysis suggests that money may have been the single most important motivating factor.

*POINTS:* 1  
*DIFFICULTY:* 3  
*REFERENCES:* 46  
*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-03 - 02-03  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* F

156. Describe the assumptions behind McGregor's Theory X and Theory Y. How do the theories relate to the classical perspective on management and early human relations ideas?

*ANSWER:* Refer to Exhibit 2.4 in the text for the assumptions behind each theory. McGregor believed that the classical perspective was based on Theory X assumptions about workers. He also felt that a slightly modified version of Theory X fit early human relations ideas. He proposed Theory Y as a more realistic view of workers for guiding management thinking.

*POINTS:* 1  
*DIFFICULTY:* 3  
*REFERENCES:* 49  
*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-03 - 02-03  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* F

157. Briefly describe systems theory, including synergy.

*ANSWER:* Systems theory suggests that an organization can be considered a system composed of a number of interrelated subsystems. These subsystems include people, structure, technology, and goals. A change in one subsystem results in a rippling effect on the other subsystems. Managed properly, the subsystems work well together and produce more as a whole system than the parts could produce working alone. This is synergy.

*POINTS:* 1  
*DIFFICULTY:* 2  
*REFERENCES:* 52  
*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-05 - 02-05  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* F

158. Discuss the differences between the case view, the universalist view, and the contingency view.

*ANSWER:* These viewpoints relate to the applicability of management principles. The case view holds that every situation is unique, thus there are no universal principles. Conversely, the universalist view believes that the same management principles will work across every situation in every organization. The contingency view is an integration of these two, i.e., while there are no universal principles, there are common patterns and characteristics. The manager's task is to identify what principles will work when, based on an analysis of key contingencies.

*POINTS:* 1  
*DIFFICULTY:* 2  
*REFERENCES:* 53  
*LEARNING OBJECTIVES:* MGMT.DAFT.12.02-05 - 02-05  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - LA - DISC: Environmental Influence  
*KEYWORDS:* Bloom's: Knowledge  
*OTHER:* F

159.  
Social media has become a state-of-the-art business leadership tool. Write a short essay that identifies some popular social media platforms and expounds on how they can help managers balance production goals with employee needs.

*ANSWER:*

Many companies use Facebook, LinkedIn, Twitter, YouTube, online community pages, video streams, to reach out to and get feedback from customers, clients, and other stakeholders, in an effort to build relationships. It is also used for collaboration within and across firms among employees and colleagues; fast, immediate access can improve efficiency, increase productivity, and facilitate smoother operations and build stronger relationships between managers and employees. Some effects of social media use are easier to measure than others (e.g., increase in sales following an advertising campaign versus customer goodwill.).

*POINTS:* 1  
*DIFFICULTY:* Challenging  
*LEARNING OBJECTIVES:* MGMT\_DAFT\_02\_03 - 02\_03  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - OH - DISC: Strategy  
*KEYWORDS:* BLOOM'S: Evaluate, Synthesis

160. The classical perspective emphasizes managing with a rational, scientific approach. The humanistic perspective emphasizes understanding the behavior, needs, and attitudes of those involved in the work process. Isolate two main characteristics of each approach and combine them to form your own hybrid management perspective.

*ANSWER:*

Classical perspective main characteristics – 1. Scientific management that seeks to improve productivity by employing standardized methods for doing each job and selecting and training appropriate workers; gives wage incentives; well illustrated by assembly-line production. 2. Bureaucratic approach is impersonal with clearly defined roles of authority and responsibility, and strict record keeping; often seen as a threat to personal liberty. 3. Administrative principles approach focuses on increasing productivity of entire organization as opposed to productivity of individual worker.

Humanistic perspective main characteristics – 1. Human relations movement seeks to satisfy employee needs in order to increase production. 2. Human resources approach allows employees to use their full potential. 3. Behavioral science approach uses disciplines such as psychology and sociology to assess human interactions in the workplace. 4. Worker empowerment, participation, and cooperation, not control of workers.

*POINTS:* 1  
*DIFFICULTY:* Challenging  
*LEARNING OBJECTIVES:* MGMT\_DAFT\_02\_03 - 02\_03  
*NATIONAL STANDARDS:* United States - BUSPROG: Analytic  
*STATE STANDARDS:* United States - OH - DISC: Leadership Principles

**KEYWORDS:** BLOOM'S: Synthesis

161. Management science (or the quantitative perspective) uses mathematics, statistics, and computer technology for complex problem solving, decision making, and record keeping. Define the three subsets of management science, and evaluate the usefulness of this management technique in today's workplace, including at least one advantage and one disadvantage

**ANSWER:**

Three subsets are operations research (mathematical model building and application), operations management (specifically used to solve manufacturing and production issues), and IT, information technology (information relay throughout the organization). Management science has become critical to the efficient management of large companies and business systems. But managers cannot rely exclusively on numbers and algorithms because they do not take the human factor into consideration.

**POINTS:** 1

**DIFFICULTY:** Challenging

**LEARNING OBJECTIVES:** MGMT\_DAFT\_02\_04 - 02\_04

**NATIONAL STANDARDS:** United States - BUSPROG: Analytic

**STATE STANDARDS:** United States - OH - DISC: Operations Management

**KEYWORDS:** BLOOM'S: Evaluate

162.

Systems thinking is a management concept that considers all the interrelated parts of the system that function as a whole and in common. Changes in any one part of the system affect the whole organization and, in fact, the whole is greater than the sum of its parts. Write a short paragraph in which you explain how change in one part of a system (or organization or product or community) can affect the whole system (or organization or product or community) either to its benefit or detriment. List some contingencies that might influence a manager's decision making. Use your imagination In choosing system that is "managed."

**ANSWER:**

The paragraph should explain the relationship between parts of a system and should list contingencies. The example does not have to be business-related. The system, for example, can represent the human body, where a change in any one organ will affect the body as a whole; or the system can be an example of a family unit, where a change that affects any one family member will affect the unit as a whole. Contingencies are variables that exist and make each organizational system unique; therefore, the manager's decision-making skills and response must be unique to his own system. For example, a man is offered a new job. The pay is high enough to cover necessities, plus put away savings. The beneficial or detrimental change depends on how the contingencies are handled. Contingencies unique to his family system that would influence his decision-making might include: a wife and two sons; a daily 3-hour commute; financial family struggles; the job represents his first promotion; acting as head coach of his sons' soccer team; the family can accompany him on business trips, etc.

**POINTS:** 1

**DIFFICULTY:** Challenging

**LEARNING OBJECTIVES:** MGMT\_DAFT\_02\_05 - 02\_05

**NATIONAL STANDARDS:** United States - BUSPROG: Reflective Thinking

**STATE STANDARDS:** United States - OH - DISC: Operations Management

**KEYWORDS:** BLOOM'S: Synthesis, Evaluation

163. The boss-less workplace is one modern management technique that strives to meet new management challenges and address the needs of employees, customers, and the environment. There is no hierarchy in a boss-less workplace, and all workers are created equal. What additional management technique must be practiced in order to facilitate a boss-less

workplace? In your judgment, is going "boss-less" a realistic approach to today's workplace?

*ANSWER:*

The boss-less workplace must have employees who are emotionally involved in their jobs and satisfied with working conditions (employee engagement). Companies must train employees to work effectively within a non-hierarchical system. All workplaces do not lend themselves to the boss-less concept, but all workplaces benefit from applying employment engagement techniques to some degree. Companies can create an atmosphere where employees feel a commitment to the company goal and mission. They can communicate honestly with employees and provide opportunities for career advancement as well as community service. Today's educated, mobile workers want a flexible, collaborative work environment that uses cutting-edge technologies, and where they can have a part in decision making. As such, many workers will seek out a company that leans toward being boss-less.

*POINTS:*

1

*DIFFICULTY:*

Challenging

*LEARNING OBJECTIVES:* MGMT\_DAFT\_02\_08 - 02\_08

*NATIONAL STANDARDS:* United States - BUSPROG: Analytic

*STATE STANDARDS:* United States - OH - DISC: Operations Management

*KEYWORDS:*

BLOOM'S: Evaluate