

Question 1

In the expectancy theory, _____ is the probability perceived by the individual that exerting a given amount of effort will lead to a certain level of performance.

- A) expectancy
- B) instrumentality
- C) valence
- D) saliency

Answer: <https://biology-forums.com/index.php?topic=381669>

Question 2

After identifying a problem, the next step in the decision-making process is _____.

- A) allocating weights to decision criteria
- B) analyzing alternatives
- C) identifying decision criteria
- D) developing alternatives

Answer: <https://biology-forums.com/index.php?topic=380740>

Question 3

Plans that encompass only the production or the sales goals of a company are termed _____ plans.

- A) informal
- B) strategic
- C) operational
- D) financial

Answer: <https://biology-forums.com/index.php?topic=380919>

Question 4

Give a brief description of the people management benefits derived from workplace diversity.

Answer: <https://biology-forums.com/index.php?topic=380645>

Question 5

_____ is the extent to which a society encourages people to be tough, confrontational, and competitive rather than modest and tender.

- A) Assertiveness
- B) Humane orientation
- C) Institutional collectivism
- D) Future orientation

Answer: <https://biology-forums.com/index.php?topic=380566>

Question 6

Listening is an active search for meaning, whereas _____ is passive.

- A) hearing
- B) encoding
- C) decoding
- D) speaking

Answer: <https://biology-forums.com/index.php?topic=381558>

Question 7

List the factors that influence the strength of an organization's culture and discuss the impact of a strong organizational culture on employees.

Answer: <https://biology-forums.com/index.php?topic=380502>

Question 8

_____ is a process of setting mutually-agreed upon goals and using those goals to evaluate employee performance.

- A) Management by exception
- B) Management by observation
- C) Traditional goal setting
- D) Management by objectives

Answer: <https://biology-forums.com/index.php?topic=380936>

Question 9

The _____ occurs when decision makers select and highlight certain aspects of a situation while excluding others.

- A) representation bias
- B) randomness bias
- C) framing bias
- D) availability bias

Answer: <https://biology-forums.com/index.php?topic=380792>

Question 10

Executives at Macromix have initiated a diversity skills training program to educate employees about the importance of diversity at the workplace. Which of the following should be the first step to be implemented in the program?

- A) training employees on how to work effectively in a diverse work environment
- B) teaching people specific skills on how to communicate effectively with their fellow employees
- C) increasing employees' sensitivity and openness to those who are different from them
- D) making employees aware of the assumptions and biases they may have

Answer: <https://biology-forums.com/index.php?topic=380641>

Question 11

A policy _____.

- A) typically contains an ambiguous term
- B) specifically states what should or should not be done
- C) is used when dealing with unstructured problems and nonprogrammed decisions
- D) is a series of sequential steps a manager uses to respond to a structured problem

Answer: <https://biology-forums.com/index.php?topic=380768>

Question 12

The final step in the strategic management process allows an organization to understand the _____.

- A) effectiveness of the strategies used
- B) resources and capabilities it possesses
- C) implementation of the strategies
- D) formulation of the strategies

Answer: <https://biology-forums.com/index.php?topic=380989>

Question 13

List and discuss the different types of corporate strategies.

Answer: <https://biology-forums.com/index.php?topic=381056>

Question 14

People who identify opportunities, show initiative, take action, and persevere until meaningful change occurs are said to have _____ personalities.

- A) self-aware
- B) resilient
- C) proactive
- D) agreeable

Answer: <https://biology-forums.com/index.php?topic=381483>

Question 15

Pat is the manager of a large project that has been underway for the last eight months. It has now become apparent that, due to various external factors, the project is unlikely to succeed. Even though the best option would be to withdraw from the project, Pat continues to pump money and resources into it in the hope that the project's prospects will change. He reasons that he doesn't want all those months of hard work to go to waste.

This is an example of the _____.

- A) self-serving bias
- B) hindsight bias
- C) availability bias
- D) sunk costs error

Answer: <https://biology-forums.com/index.php?topic=380797>

Question 16

Discuss structured problems, programmed decisions, unstructured problems, and nonprogrammed decisions.

Answer: <https://biology-forums.com/index.php?topic=380811>

Question 17

In a short essay, describe the different classifications of plans.

Answer: <https://biology-forums.com/index.php?topic=380969>

Question 18

In a short essay, differentiate between transactional and transformational leaders.

Answer: <https://biology-forums.com/index.php?topic=381771>

Question 19

The part Edwin likes the most is that the team seems to prefer getting their objective accomplished instead of wasting time, which indicates that the team is _____.

- A) able to deal with high risk
- B) focused on ends rather than means
- C) an open-system focus team
- D) tolerant of conflict

Answer: <https://biology-forums.com/index.php?topic=380891>

Question 20

Which of the following examples would be considered appropriate stereotyping?

- A) assuming women to be particularly bad drivers
- B) assuming red-haired people have rather nasty tempers
- C) bracketing working mothers as not being committed fully to their jobs
- D) asking someone from accounting to help with a budgeting problem

Answer: <https://biology-forums.com/index.php?topic=380632>