

Question 1

Which of the following programs is Goodvibes likely to have instituted?

- A) elder care
- B) child care
- C) relocation assistance
- D) all of the above
- E) none of the above

Answer: <https://biology-forums.com/index.php?topic=496086>

Question 2

Research conducted by Luthans supports the belief that promotions are based on performance.

- A) True
- B) False

Answer: <https://biology-forums.com/index.php?topic=494211>

Question 3

The ability to move the trunk and back muscles as far as possible describes which physical ability?

- A) trunk strength
- B) extent flexibility
- C) dynamic strength
- D) explosive strength
- E) dynamic flexibility

Answer: <https://biology-forums.com/index.php?topic=494302>

Question 4

Which of the following is not a weakness of the 360-degree evaluation system?

- A) insufficient training for performance evaluators
- B) difficulties in reconciling differing evaluations
- C) discrepancies between evaluating groups
- D) artificially inflated feedback from peers
- E) provides a wide performance perspective

Answer: <https://biology-forums.com/index.php?topic=496036>

Question 5

Julia works as a receptionist at a real estate company. Her boss just came in the door and yelled at her, telling her that the front office was a mess and that she needed to get up and clean it immediately. After her boss left the room Julia grabbed three magazines and violently slammed them into the trash can. Which of the following best describes Julia's action?

- A) a mental process
- B) an affect
- C) an emotion
- D) a mood
- E) a thought

Answer: <https://biology-forums.com/index.php?topic=494498>

Question 6

Norms that dictate with whom group members eat lunch, friendships on and off the job, and social games are _____ norms.

- A) appearance
- B) confluence
- C) leisure
- D) performance
- E) social arrangement

Answer: <https://biology-forums.com/index.php?topic=495086>

Question 7

All of the following are steps in the process of action research except _____.

- A) evaluation
- B) diagnosis
- C) forming
- D) feedback

E) action

Answer: <https://biology-forums.com/index.php?topic=496131>

Question 8

What types of people are valuable in teams because they're good at backing up fellow team members and at sensing when that support is truly needed?

- A) extroverted people
- B) open people
- C) agreeable people
- D) introverted people
- E) conscientious people

Answer: <https://biology-forums.com/index.php?topic=495208>

Question 9

_____ is a systematic effort to make an organization leaner by selling off business units, closing locations, or reducing staff.

- A) Decentralizing
- B) Removing boundaries
- C) Formalizing
- D) Downsizing
- E) Departmentalizing

Answer: <https://biology-forums.com/index.php?topic=495792>

Question 10

Based on the information given, which employee would you expect to most desire the option to telecommute or arrange a more flexible work schedule?

- A) Gina and Sally
- B) All these employees would have the same desire for these options.
- C) Sally
- D) Gina
- E) Jonathan

Answer: <https://biology-forums.com/index.php?topic=494275>

Question 11

Sheila is a new hire at a retail organization. Her sales group is entirely male. Sheila is more likely to _____ than her male counterparts.

- A) be promoted quicker
- B) earn more money
- C) stay on the job longer
- D) make more sales
- E) find another job quicker

Answer: <https://biology-forums.com/index.php?topic=494312>

Question 12

Which of the following qualities is not found in work groups?

- A) enthusiasm
- B) synergy
- C) objectives
- D) security
- E) energy

Answer: <https://biology-forums.com/index.php?topic=495171>

Question 13

What is another name for a self-fulfilling prophecy?

- A) self-selecting bias
- B) projection
- C) halo effect
- D) prototyping
- E) Pygmalion effect

Answer: <https://biology-forums.com/index.php?topic=494736>

Question 14

Which of the following is not a finding of Elton Mayo's Hawthorne studies?

- A) Competition between groups will maximize group output.
- B) Group standards are highly effective in establishing individual worker output.
- C) Group influences are significant in affecting individual behavior.
- D) Money was less a factor in determining worker output than were group standards, sentiments, and security.
- E) A worker's behavior and sentiments are closely related.

Answer: <https://biology-forums.com/index.php?topic=495088>

Question 15

The most effective teams tend to have _____ members.

- A) 3 to 5
- B) 5 to 15
- C) less than 10
- D) 10 to 20
- E) more than 20

Answer: <https://biology-forums.com/index.php?topic=495217>

Question 16

Why is decision making a perceptual issue?

- A) There may be more than one way to solve a problem.
- B) Middle and lower level managers may have different perceptions on how to solve a problem than their underlings or top level managers.
- C) Decision making is generally by consensus.
- D) Before a decision is made, a problem must be perceived to exist.
- E) Decisions must be made on how to move from the current state of affairs to some desired state.

Answer: <https://biology-forums.com/index.php?topic=494738>

Question 17

John writes a memo to his employees. Putting his thoughts onto paper is an example of _____.

- A) encoding
- B) communicating
- C) channeling
- D) cryptography
- E) messaging

Answer: <https://biology-forums.com/index.php?topic=495300>

Question 18

Sheila works for a manufacturer of styrofoam trays for school lunches. Last year her son come home from school and told her that the trays she makes go straight to the landfill where they sit for hundreds of years without ever biodegrading. Although this information bothers Sheila, she does not look for another job because she enjoys her very high salary.

Which dissonance moderating factor is illustrated by this example?

- A) High dissonance is tolerated because of a high reward.
- B) There is no dissonance moderating factor in the example.
- C) Dissonance is reduced because of the importance to the individual.
- D) Dissonance is reduced because of the sense of control by the individual.
- E) Dissonance is increased because of the sense of control by the individual.

Answer: <https://biology-forums.com/index.php?topic=494373>

Question 19

Assessment centers are used specifically to evaluate what level of job candidate?

- A) knowledge workers
- B) professional workers
- C) skilled workers
- D) unskilled laborers
- E) supervisors

Answer: <https://biology-forums.com/index.php?topic=496000>

Question 20

Differentiate between formal and informal groups.

Answer: <https://biology-forums.com/index.php?topic=495152>