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Question 1

Question Type: MultipleChoice

What is a Benefit of a boundaryless organization? Choose 1 answer

Options:

- A- Employees have access to all buildings.
- B- Employees are allowed to form a union.
- C- Employees may express their opinions freely.
- D- Employees are free to apply for other positions.

Answer:

C

Explanation:

A benefit of a boundaryless organization is that employees may express their opinions freely. Boundaryless organizations eliminate traditional barriers between departments and hierarchical levels, fostering open communication, collaboration, and a free flow of information across the organization. This openness encourages employees to share their ideas and opinions without fear of repercussions, enhancing innovation and problem-solving.

Question 2

Question Type: MultipleChoice

High cooperativeness and high assertiveness are characteristics of which conflict management strategy? Choose 1 answer

Options:

- A- Competing
- B- Collaborating
- C- Avoiding
- D- Compromising

Answer:

B

Explanation:

High cooperativeness and high assertiveness are characteristics of the collaborating conflict management strategy. Collaborating involves working together with the other party to find a mutually beneficial solution. It is assertive in that it involves actively engaging in the conflict, and it is cooperative in seeking a solution that satisfies all parties involved.

Question 3

Question Type: MultipleChoice

The manager of a corporation provided training and other resources needed by employees to carry out change and perform their jobs under new rules being implemented. Which approach to change was the manager using in this situation? Choose 1 answer

Options:

- A- Negotiation and reward
- B- Education and communication
- C- Participation and involvement
- D- Facilitation and support

Answer:

D

Explanation:

The approach to change that the manager was using is facilitation and support. This method involves providing the necessary training and resources to employees to help them adapt to new changes. It includes efforts to reduce resistance by making the transition as smooth as possible and ensuring that employees feel supported during the change process.

Question 4

Question Type: MultipleChoice

What is a common consideration for starting a new business venture? Choose 1 answer

Options:

- A- Access to information
- B- Technical understanding
- C- Right opportunity
- D- System changes

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Answer:

C

Explanation:

A common consideration for starting a new business venture is finding the right opportunity. This involves identifying a viable market need or problem that the new business can address effectively. It also includes evaluating the feasibility, potential profitability, and personal fit of the business idea. Entrepreneurs must thoroughly assess opportunities to ensure that their venture can achieve success and sustainability.

Question 5

Question Type: MultipleChoice

A team leader is having a difficult time implementing the company's new scheduling policy, which does not take into account seniority. The team is aware of the problem and has discussed options to deal with it, but no definitive solutions have been determined.

Which stage in the change process is the team experiencing?

Select 1 answer

Options:

- A- Contemplation

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- B- Preparation
- C- Action
- D- Precontemplation

Answer:

A

Explanation:

The stage in the change process that the team is experiencing is contemplation. In this stage, the team is aware of the problem and is considering potential solutions but has not yet committed to a specific action. This stage involves discussions and evaluations of different options without definitive decisions being made.

Question 6

Question Type: MultipleChoice

In which situation does religious preference inappropriately affect decision making? Select 1 answer

Options:

- A- A company allows two days off per year for religious celebrations to all employees regardless of religious affiliation.
- B- A manager refuses to participate in an event that conflicts with the manager's personal religious beliefs.
- C- A real estate agent uses her religious background as a basis for accepting bids on property that is for sale.
- D- An individual follows religious dietary restrictions while at work regardless of the religious beliefs of others.

Answer:

C

Explanation:

Religious preference inappropriately affects decision making when a real estate agent uses her

religious background as a basis for accepting bids on property that is for sale. This situation reflects discrimination and bias, as decisions are being influenced by personal religious beliefs rather than objective criteria. Such actions can lead to unethical practices and violate principles of fair treatment and equality.

Question 7

Question Type: MultipleChoice

Which management process has the benefits of group problem solving, information sharing, and cooperation across business functions? Select 1 answer

Options:

- A- Change Control
- B- Total Quality Management
- C- Total Control Management
- D- Criteria for Growth

Answer:

B

Explanation:

Total Quality Management (TQM) has the benefits of group problem solving, information sharing, and cooperation across business functions. TQM focuses on continuous improvement in all aspects of an organization's operations and involves all employees from top management to front-line workers. It encourages participation in decision-making and emphasizes collaboration and teamwork across different functions.

Question 8

Question Type: MultipleChoice

A computer manufacturer purchases the company that supplies computer chips for the company. Which type of corporate strategy is the company using? Select 1 answer

Options:

- A- Conglomerate diversification
- B- Strategic alliance
- C- Vertical integration
- D- Domain selection

Answer:

C

Explanation:

When a computer manufacturer purchases the company that supplies computer chips for the company, it is using a vertical integration strategy. Vertical integration involves expanding a company's operations into different stages of production within the same industry, such as acquiring suppliers or distributors, to increase control over the supply chain and reduce costs.

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