

Chapter 2—The Evolution of Management Thinking

TRUE/FALSE

1. A historical perspective provides a narrower way of thinking, a way of searching for patterns and determining whether they recur across time periods.
ANS: F PTS: 1 DIF: 1 REF: 34
NAT: AACSB Analytic | Creation of Value TYP: F
2. Studying history is a way to achieve strategic thinking, see the big picture, and improve conceptual skills.
ANS: T PTS: 1 DIF: 2 REF: 34
NAT: AACSB Analytic | Strategy TYP: F
3. Social forces refer to those aspects of a culture that guide and influence relationships among people.
ANS: T PTS: 1 DIF: 1 REF: 34
NAT: AACSB Analytic | Environmental Influence TYP: F
4. Political forces are aspects of a culture that guide and influence relationships among people.
ANS: F PTS: 1 DIF: 1 REF: 34
NAT: AACSB Analytic | Environmental Influence TYP: F
5. Economic forces pertain to the availability, production, and distribution of resources in a society.
ANS: T PTS: 1 DIF: 1 REF: 34
NAT: AACSB Analytic | Environmental Influence TYP: F
6. In the Manager's Shoptalk of chapter 2, benchmarking and six sigma are the top two contemporary management tools.
ANS: F PTS: 1 DIF: 2 REF: 52
NAT: AACSB Analytic | Operations Management TYP: F
7. The technology-driven workplace is the most current management perspective.
ANS: F PTS: 1 DIF: 2 REF: 35
NAT: AACSB Analytic | Information Technologies TYP: F
8. The early study of management as we know it today began with what is now called the technology-driven workplace.
ANS: F PTS: 1 DIF: 2 REF: 35
NAT: AACSB Technology | Information Technologies TYP: F
9. The classical perspective on management emerged during the early eighteenth century.
ANS: F PTS: 1 DIF: 2 REF: 35
NAT: AACSB Analytic | Leadership Principles TYP: F
10. A bar graph that measures planned and completed work along each stage of production by time elapsed is called a Gantt chart.
ANS: T PTS: 1 DIF: 1 REF: 36
NAT: AACSB Analytic | Creation of Value TYP: F
11. The humanistic perspective contains three subfields: scientific management, bureaucratic organizations, and administrative principles.
ANS: F PTS: 1 DIF: 2 REF: 36
NAT: AACSB Analytic | HRM TYP: F
12. One of the criticisms of scientific management is it did not acknowledge variance among individuals.
ANS: T PTS: 1 DIF: 2 REF: 37
NAT: AACSB Analytic | HRM TYP: F
13. Frederick W. Taylor developed Scientific Management and emphasized the fourteen principles of management that should guide managerial behavior.

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- ANS: F PTS: 1 DIF: 1 REF: 37
NAT: AACSB Analytic | Leadership Principles TYP: F
14. Taylor was awarded the title of "father of scientific management" since he was the sole contributor in the area of scientific management.
ANS: F PTS: 1 DIF: 1 REF: 36
NAT: AACSB Analytic | Leadership Principles TYP: F
15. Standardization of work and wage incentives are characteristics of behavioral science.
ANS: F PTS: 1 DIF: 2 REF: 37
NAT: AACSB Analytic | HRM TYP: F
16. Scientific management developed a standard method for performing each job.
ANS: T PTS: 1 DIF: 1 REF: 37
NAT: AACSB Analytic | Leadership Principles TYP: F
17. With clear definitions of authority and responsibility, division of labor is one of the six characteristics of the ideal bureaucracy.
ANS: T PTS: 1 DIF: 1 REF: 38
NAT: AACSB Analytic | Leadership Principles TYP: F
18. Administrative acts and decisions recorded in writing is one of the six characteristics of the ideal bureaucracy.
ANS: T PTS: 1 DIF: 1 REF: 38
NAT: AACSB Analytic | Leadership Principles TYP: F
19. One of the important reasons for the success of UPS is the concept of bureaucracy.
ANS: T PTS: 1 DIF: 2 REF: 39
NAT: AACSB Analytic | Leadership Principles TYP: F
20. Fayol's unity of direction principle emphasizes that each subordinate receives orders from one, and only one superior.
ANS: F PTS: 1 DIF: 2 REF: 39
NAT: AACSB Analytic | Leadership Principles TYP: F
21. Unity of direction principle proposes that similar activities in an organization should be grouped together under one manager.
ANS: T PTS: 1 DIF: 1 REF: 39
NAT: AACSB Analytic | Leadership Principles TYP: F
22. The scalar chain is a hypothetical chain that provides horizontal links between unionized workers in different departments in an organization.
ANS: F PTS: 1 DIF: 2 REF: 39
NAT: AACSB Analytic | Leadership Principles TYP: F
23. Scientific management focuses on employee competence, whereas administrative principles focus on work flow through the organization.
ANS: F PTS: 1 DIF: 2 REF: 39
NAT: AACSB Analytic | Leadership Principles TYP: F
24. 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.
ANS: T PTS: 1 DIF: 2 REF: 40
NAT: AACSB Analytic | Leadership Principles TYP: F
25. Unfortunately, Mary Parker Follett's approach to leadership stressed the importance of engineering techniques rather than people.
ANS: F PTS: 1 DIF: 2 REF: 40
NAT: AACSB Analytic | Leadership Principles TYP: F
26. A social group within an organization is part of the informal organization.

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ANS: T PTS: 1 DIF: 1 REF: 41
NAT: AACSB Analytic | Creation of Value TYP: F

27. Most early interpretations of the Hawthorne studies agreed that money was the cause of the increased output.

ANS: F PTS: 1 DIF: 2 REF: 42
NAT: AACSB Analytic | Motivation Concepts TYP: F

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

ANS: T PTS: 1 DIF: 1 REF: 42
NAT: AACSB Analytic | Motivation Concepts TYP: F

29. 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.

ANS: F PTS: 1 DIF: 2 REF: 45
NAT: AACSB Analytic | HRM TYP: F

30. Maslow's hierarchy of needs started with belongingness, progressed to safety, and finally led to esteem.

ANS: F PTS: 1 DIF: 2 REF: 44
NAT: AACSB Analytic | Motivation Concepts TYP: F

31. 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.

ANS: F PTS: 1 DIF: 1 REF: 44
NAT: AACSB Analytic | Motivation Concepts TYP: F

32. Maslow's hierarchy of needs started with safety needs.

ANS: F PTS: 1 DIF: 1 REF: 44
NAT: AACSB Analytic | HRM TYP: F

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

ANS: T PTS: 1 DIF: 2 REF: 44
NAT: AACSB Analytic | Motivation Concepts TYP: F

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

ANS: T PTS: 1 DIF: 1 REF: 45
NAT: AACSB Analytic | Creation of Value TYP: F

35. The behavioral science approach develops theories about human behavior based on scientific methods and study.

ANS: T PTS: 1 DIF: 1 REF: 44
NAT: AACSB Analytic | Leadership Principles TYP: F

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

ANS: T PTS: 1 DIF: 1 REF: 46
NAT: AACSB Analytic | Operations Management TYP: F

37. Operations management represents the field of management that specializes in the physical production of goods and services.

ANS: T PTS: 1 DIF: 1 REF: 46

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- NAT: AACSB Analytic | Operations Management TYP: F
38. The management science perspective emerged after World War II to treat problems associated with improving manufacturing.
ANS: F PTS: 1 DIF: 2 REF: 46
NAT: AACSB Analytic | Leadership Principles TYP: F
39. When the shop foreman receives and rewards valuable suggestions from its workers, and this leads to continual improvement of production, synergy has occurred.
ANS: T PTS: 1 DIF: 2 REF: 48
NAT: AACSB Analytic | Creation of Value TYP: A
40. 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.
ANS: F PTS: 1 DIF: 2 REF: 49
NAT: AACSB Analytic | Leadership Principles TYP: A
41. A contingency view perceives every situation as unique.
ANS: F PTS: 1 DIF: 2 REF: 49
NAT: AACSB Analytic | Strategy TYP: F
42. The inherent focus of TQM is on managing the total organization to deliver quality to the customer.
ANS: T PTS: 1 DIF: 1 REF: 49
NAT: AACSB Analytic | Creation of Value TYP: F
43. Benchmarking involves finding out what the customer wants.
ANS: F PTS: 1 DIF: 2 REF: 49-50
NAT: AACSB Analytic | Creation of Value TYP: F
44. The implementation of small, incremental improvements in all areas of the organization on an ongoing basis refers to continuous improvement.
ANS: T PTS: 1 DIF: 1 REF: 50
NAT: AACSB Analytic | Creation of Value TYP: F
45. 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.
ANS: T PTS: 1 DIF: 1 REF: 50
NAT: AACSB Analytic | Creation of Value TYP: F
46. The sequence of suppliers and purchasers, covering all stages of processing from obtaining raw materials to distributing finished goods to consumers refers to CRM.
ANS: F PTS: 1 DIF: 2 REF: 53
NAT: AACSB Analytic | Creation of Value TYP: F
47. Customer relationship management systems collect and manage large amounts of data about customers and make them available to employees.
ANS: T PTS: 1 DIF: 1 REF: 53
NAT: AACSB Technology | Creation of Value TYP: F
48. A supply chain is a network of multiple businesses and individuals that are connected through the flow of products or services.
ANS: T PTS: 1 DIF: 1 REF: 54
NAT: AACSB Analytic | Creation of Value TYP: F
49. Outsourcing refers to contracting out selected functions or activities to other organizations that can do the work more cost-efficiently.
ANS: T PTS: 1 DIF: 1 REF: 53
NAT: AACSB Analytic | Creation of Value TYP: F
50. 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.

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- ANS: F PTS: 1 DIF: 1 REF: 53
 NAT: AACSB Analytic | Creation of Value TYP: F
51. Kaizen refers to an innovation mindset, used widely by Indian companies, that strives to meet customers' immediate needs quickly and inexpensively.
 ANS: F PTS: 1 DIF: 2 REF: 33
 NAT: AACSB Analytic | Creation of Value TYP: F
52. The changing attitudes, ideas, and values of Generation Y employees is an example of a social force.
 ANS: T PTS: 1 DIF: 2 REF: 34
 NAT: AACSB Analytic | Creation of Value TYP: F
53. Scientific management evolved with the use of precise procedures in place of tradition and rules of thumb.
 ANS: T PTS: 1 DIF: 2 REF: 36
 NAT: AACSB Analytic | Operations Management TYP: F
54. A criticism of human relations management is that it ignores the social context and workers' needs.
 ANS: F PTS: 1 DIF: 2 REF: 37
 NAT: AACSB Analytic | Group Dynamics TYP: F
55. The acceptance theory of authority states that people have free will and can choose whether to follow management orders.
 ANS: T PTS: 1 DIF: 2 REF: 41
 NAT: AACSB Analytic | Group Dynamics TYP: F
56. The Hawthorne studies resulted in the movement towards scientific management.
 ANS: F PTS: 1 DIF: 2 REF: 41
 NAT: AACSB Analytic | Operations Management TYP: F
57. 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.
 ANS: T PTS: 1 DIF: 2 REF: 42
 NAT: AACSB Analytic | Motivation Concepts TYP: F
58. An assumption of Theory Y is that the average human being has an inherent dislike of work and will avoid it if possible.
 ANS: F PTS: 1 DIF: 1 REF: 45
 NAT: AACSB Analytic | Motivation Concepts TYP: F
59. The management science approach uses qualitative data in management decision making.
 ANS: F PTS: 1 DIF: 1 REF: 46
 NAT: AACSB Analytic | Operations Management TYP: F
60. Information technology is the most recent subfield of the quantitative perspective.
 ANS: T PTS: 1 DIF: 2 REF: 46
 NAT: AACSB Analytic | Information Technologies TYP: F
61. 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.
 ANS: T PTS: 1 DIF: 2 REF: 47
 NAT: AACSB Analytic | Creation of Value TYP: F
62. 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.
 ANS: F PTS: 1 DIF: 2 REF: 47
 NAT: AACSB Analytic | Operations Management TYP: F

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63. Discerning circles of causality is an important element of systems thinking.
ANS: T PTS: 1 DIF: 2 REF: 48
NAT: AACSB Analytic | Operations Management TYP: F
64. Although developed by a Japanese business manager, the quality movement is strongly associated with American companies.
ANS: F PTS: 1 DIF: 2 REF: 49
NAT: AACSB Analytic | Operations Management TYP: F
65. Research shows that during difficult times in the business environment, managers are less likely to look for fresh ideas than they would during good times.
ANS: F PTS: 1 DIF: 2 REF: 51
NAT: AACSB Analytic | Leadership Principles TYP: F

MULTIPLE CHOICE

1. 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

ANS: E PTS: 1 DIF: 1 REF: 34
NAT: AACSB Analytic | Environmental Influence TYP: F
2. ____ 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

ANS: A PTS: 1 DIF: 1 REF: 34
NAT: AACSB Analytic | Environmental Influence TYP: F
3. 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

ANS: C PTS: 1 DIF: 1 REF: 34
NAT: AACSB Analytic | Environmental Influence TYP: F

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4. Which of these forces pertain to the availability, production, and distribution of resources in a society?
- Social
 - Political
 - Economic
 - Technological
 - Legal

ANS: C PTS: 1 DIF: 1 REF: 34
NAT: AACSB Analytic | Environmental Influence TYP: F

5. Strong anti-American sentiments in many parts of the world exemplify the effect of
- economic forces.
 - political forces.
 - demographic forces.
 - technological forces.
 - human relations forces.

ANS: B PTS: 1 DIF: 3 REF: 34
NAT: AACSB Analytic | Environmental Influence TYP: A

6. According to the Manager's Shoptalk of chapter 2, which of the following is not in the top five contemporary management tools?
- Collaborative innovation
 - Mission and vision statements
 - Benchmarking
 - Strategic planning
 - Customer relationship management

ANS: A PTS: 1 DIF: 3 REF: 52
NAT: AACSB Analytic | HRM TYP: F

7. According to the Manager's Shoptalk of chapter 2, Indian executives are more likely to use tools such as
- customer segmentation and business process reengineering.
 - consumer ethnography and corporate blogs.
 - strategic alliances and collaborative innovation.
 - activity-based management and virtual teams.
 - scenario planning and lean operations.

ANS: C PTS: 1 DIF: 3 REF: 52
NAT: AACSB Analytic | Strategy TYP: F

8. ____ is the most current management perspective.
- Total quality management
 - Contingency views
 - Systems theory
 - Open (collaborative) innovation
 - Classical perspective

ANS: D PTS: 1 DIF: 2 REF: 35
NAT: AACSB Analytic | Leadership Principles TYP: F

9. The nineteenth and early twentieth centuries saw the development of which management perspective?
- The human relations movement

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- b. The behavioral sciences approach
- c. The classical perspective
- d. The quantitative management approach
- e. The TQM approach

ANS: C PTS: 1 DIF: 2 REF: 35
NAT: AACSB Analytic | Leadership Principles TYP: F

10. 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

ANS: C PTS: 1 DIF: 1 REF: 35-36
NAT: AACSB Analytic | Leadership Principles TYP: F

11. 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

ANS: E PTS: 1 DIF: 1 REF: 36
NAT: AACSB Analytic | Leadership Principles TYP: F

12. 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

ANS: A PTS: 1 DIF: 2 REF: 36
NAT: AACSB Analytic | Leadership Principles TYP: F

13. Who is considered the "first lady of management?"
- a. Mary Parker Follett
 - b. Lillian Gilbreth
 - c. Carly Fiorona
 - d. Maxine Weber
 - e. Anne Adams

ANS: B PTS: 1 DIF: 2 REF: 36
NAT: AACSB Analytic | Leadership Principles TYP: F

14. 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.

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ANS: C PTS: 1 DIF: 2 REF: 36
NAT: AACSB Analytic | Leadership Principles TYP: F

15. _____ is considered the "father of scientific management."
- Frank B. Gilbreth
 - Elton Mayo
 - Henry Gantt
 - Douglas McGregor
 - Frederick W. Taylor

ANS: E PTS: 1 DIF: 1 REF: 36
NAT: AACSB Analytic | Leadership Principles TYP: F

16. Which of the following is a bar graph that measures planned and completed work along each stage of production by time elapsed?
- Time and Work chart
 - Gantt chart
 - Time and Motion chart
 - Production and Delivery chart
 - Gilbreth chart

ANS: B PTS: 1 DIF: 1 REF: 36
NAT: AACSB Analytic | Leadership Principles TYP: F

17. Frederick Taylor's contributions were in the field of
- scientific management.
 - human resource management.
 - human relations.
 - quantitative management.
 - total quality management.

ANS: A PTS: 1 DIF: 1 REF: 36
NAT: AACSB Analytic | Leadership Principles TYP: F

18. Which of the following is not a criticism of scientific management?
- It does not appreciate the social context of work.
 - It does not appreciate the higher needs of workers.
 - It does not appreciate the careful study of tasks and jobs.
 - It does not acknowledge variance among individuals.
 - It tends to regard workers as uninformed and ignored their ideas and suggestions.

ANS: C PTS: 1 DIF: 2 REF: 37
NAT: AACSB Analytic | Leadership Principles TYP: F

19. Standardization of work and wage incentives are characteristics of
- bureaucratic organizations.
 - scientific management.
 - quantitative management.
 - administrative management.
 - behavioral science.

ANS: B PTS: 1 DIF: 2 REF: 37
NAT: AACSB Analytic | Leadership Principles TYP: F

20. Which of these is a major criticism of scientific management?
- It ignored the social context of work.

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- 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.

ANS: A PTS: 1 DIF: 2 REF: 37
NAT: AACSB Analytic | Leadership Principles TYP: F

21. 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

ANS: A PTS: 1 DIF: 2 REF: 37
NAT: AACSB Analytic | Leadership Principles TYP: F

22. 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

ANS: C PTS: 1 DIF: 2 REF: 38
NAT: AACSB Analytic | Leadership Principles TYP: F

23. 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.

ANS: B PTS: 1 DIF: 2 REF: 38
NAT: AACSB Analytic | Leadership Principles TYP: A

24. 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.

ANS: E PTS: 1 DIF: 3 REF: 38
NAT: AACSB Analytic | Leadership Principles TYP: F

25. Max Weber felt selection of employees should be based on:
- a. education

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

ANS: B PTS: 1 DIF: 2 REF: 39
NAT: AACSB Analytic | Leadership Principles TYP: F

26. 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.

ANS: B PTS: 1 DIF: 1 REF: 39
NAT: AACSB Analytic | Leadership Principles TYP: F

27. 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.

ANS: D PTS: 1 DIF: 2 REF: 39
NAT: AACSB Analytic | Leadership Principles TYP: F

28. 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

ANS: A PTS: 1 DIF: 2 REF: 39
NAT: AACSB Analytic | Leadership Principles TYP: F

29. 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

ANS: A PTS: 1 DIF: 1 REF: 40
NAT: AACSB Analytic | Leadership Principles TYP: F

30. 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

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ANS: B PTS: 1 DIF: 3 REF: 39
NAT: AACSB Analytic | Leadership Principles TYP: A

31. The principle that similar activities in an organization should be grouped together under one manager is the essence of the classical perspective known as
- unity of command.
 - division of work.
 - unity of direction.
 - scalar chain.
 - quality management.

ANS: C PTS: 1 DIF: 2 REF: 39
NAT: AACSB Analytic | Leadership Principles TYP: F

32. The use of specialization to produce more and better work with the same level of effort is consistent with the administrative management principle of
- unity of command.
 - unity of direction.
 - scalar chain.
 - division of work.
 - none of these

ANS: D PTS: 1 DIF: 1 REF: 39
NAT: AACSB Analytic | Leadership Principles TYP: F

33. The ____ refers to a chain of authority extending from top to the bottom of the organization and including every employee.
- unity of command
 - division of labor
 - unity of direction
 - scalar chain
 - None of these

ANS: D PTS: 1 DIF: 1 REF: 39
NAT: AACSB Analytic | Leadership Principles TYP: F

34. Mary Parker Follett thought of leadership as ____, rather than techniques.
- systems
 - top managers
 - people
 - efficiencies
 - floor managers

ANS: C PTS: 1 DIF: 2 REF: 40
NAT: AACSB Analytic | Leadership Principles TYP: F

35. Chester Bernard felt that ____ could help a poorly managed organization.
- bureaucracy
 - line managers
 - efficiencies
 - informal relations
 - top/down flow of information

ANS: D PTS: 1 DIF: 2 REF: 41
NAT: AACSB Analytic | Leadership Principles TYP: F

36. A social group within an organization is part of the
- formal organizational structure.

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- b. informal organization.
- c. scalar chain.
- d. reorganization process.
- e. top management level.

ANS: B PTS: 1 DIF: 1 REF: 41
NAT: AACSB Analytic | Leadership Principles TYP: F

37. 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.

ANS: B PTS: 1 DIF: 1 REF: 41
NAT: AACSB Analytic | Leadership Principles TYP: F

38. 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

ANS: A PTS: 1 DIF: 1 REF: 40
NAT: AACSB Analytic | Leadership Principles TYP: F

39. 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

ANS: E PTS: 1 DIF: 2 REF: 45
NAT: AACSB Analytic | Leadership Principles TYP: F

40. 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.

ANS: C PTS: 1 DIF: 2 REF: 42
NAT: AACSB Analytic | Motivation Concepts TYP: F

41. 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

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- d. bureaucratic organizations
- e. contingency perspective

ANS: B PTS: 1 DIF: 2 REF: 42
NAT: AACSB Analytic | Motivation Concepts TYP: F

42. The human resources perspective of management links motivation theories with ____.
- a. top management
 - b. employee tasks
 - c. floor managers
 - d. efficiencies
 - e. profit maximization

ANS: B PTS: 1 DIF: 2 REF: 42
NAT: AACSB Analytic | HRM TYP: F

43. 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.

ANS: A PTS: 1 DIF: 2 REF: 42
NAT: AACSB Analytic | Leadership Principles TYP: F

44. Maslow's hierarchy of needs started with which of these needs?
- a. Esteem
 - b. Love
 - c. Safety
 - d. Physiological
 - e. Belongingness

ANS: D PTS: 1 DIF: 1 REF: 44
NAT: AACSB Analytic | Motivation Concepts TYP: F

45. 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.

ANS: B PTS: 1 DIF: 2 REF: 44
NAT: AACSB Analytic | Motivation Concepts TYP: A

46. 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.

ANS: A PTS: 1 DIF: 3 REF: 44

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NAT: AACSB Analytic | Motivation Concepts

TYP: A

47. According to Douglas McGregor, the classical perspective on management is consistent with which of the following?
- Theory X manager
 - Theory Y manager
 - Theory Z manager
 - Theory A manager
 - None of these

ANS: A

PTS: 1

DIF: 2

REF: 44

NAT: AACSB Analytic | Motivation Concepts

TYP: F

48. The behavioral sciences approach is based on which of the following disciplines?
- Anthropology
 - Economics
 - Sociology
 - Psychology
 - All of these

ANS: E

PTS: 1

DIF: 1

REF: 44

NAT: AACSB Analytic | Leadership Principles

TYP: F

49. Organizational development is one specific set of management techniques based in the ____ approach.
- management science
 - systems theory
 - behavioral sciences
 - scientific management
 - quantitative

ANS: C

PTS: 1

DIF: 2

REF: 45

NAT: AACSB Analytic | Creation of Value

TYP:

F

50. The management science perspective emerged after World War II to treat problems associated with
- modern global warfare.
 - environmental issues.
 - employee involvement.
 - Germany.
 - improving manufacturing.

ANS: A

PTS: 1

DIF: 2

REF: 46

NAT: AACSB Analytic | Operations Management

TYP: F

51. The management science perspective applies all of the following to managerial problems EXCEPT
- statistics.
 - qualitative techniques.
 - mathematics.
 - quantitative techniques.
 - all of these are correct.

ANS: B

PTS: 1

DIF: 2

REF: 46

NAT: AACSB Analytic | Operations Management

TYP: F

52. Operations research grew out of World War II groups and is based on ____.
- group dynamics
 - employees in crisis

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- c. production in turbulent times
- d. mathematical equations
- e. a humanistic approach

ANS: D PTS: 1 DIF: 2 REF: 46
NAT: AACSB Analytic | Operations Management TYP: F

53. 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.

ANS: C PTS: 1 DIF: 3 REF: 48
NAT: AACSB Analytic | Creation of Value TYP: A

54. $10 + 10 = 25$ reflects which of these?
- a. Entropy
 - b. Synergy
 - c. Open system
 - d. Closed system
 - e. Weberian math

ANS: B PTS: 1 DIF: 3 REF: 48
NAT: AACSB Analytic | Creation of Value TYP: F

55. In _____ every situation is viewed as unique.
- a. a universalist view
 - b. a contingency view
 - c. a case view
 - d. scientific management view
 - e. None of these

ANS: C PTS: 1 DIF: 2 REF: 49
NAT: AACSB Analytic | Leadership Principles TYP: F

56. 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

ANS: A PTS: 1 DIF: 2 REF: 48
NAT: AACSB Analytic | Creation of Value TYP: F

57. 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

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ANS: D PTS: 1 DIF: 3 REF: 49
NAT: AACSB Analytic | Leadership Principles TYP: A

58. 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

ANS: C PTS: 1 DIF: 2 REF: 49
NAT: AACSB Analytic | Leadership Principles TYP: A

59. Which of the following is often considered the "father of the quality movement?"
- a. Weber
 - b. Gilbreth
 - c. Follett
 - d. Deming
 - e. Gehrke

ANS: D PTS: 1 DIF: 2 REF: 49
NAT: AACSB Analytic | Leadership Principles TYP: F

60. ____ 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

ANS: D PTS: 1 DIF: 1 REF: 49
NAT: AACSB Analytic | Leadership Principles TYP: F

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

ANS: C PTS: 1 DIF: 1 REF: 49
NAT: AACSB Analytic | Leadership Principles TYP: F

62. ____ 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

ANS: C PTS: 1 DIF: 1 REF: 49- 50
NAT: AACSB Analytic | Leadership Principles TYP: F

63. The implementation of small incremental improvements in all areas of the organization on an ongoing basis is referred to as
- a. benchmarking.

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

ANS: E PTS: 1 DIF: 1 REF: 50

NAT: AACSB Analytic | Creation of Value TYP: F

64. 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

ANS: C PTS: 1 DIF: 2 REF: 53

NAT: AACSB Technology | Creation of Value TYP: F

65. 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

ANS: D PTS: 1 DIF: 1 REF: 53

NAT: AACSB Analytic | Information Technologies TYP: F

66. 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

ANS: D PTS: 1 DIF: 2 REF: 33

NAT: AACSB Analytic | Creation of Value TYP: F

67. 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

ANS: C PTS: 1 DIF: 3 REF: 34
NAT: AACSB Analytic | Individual Dynamics TYP: A

68. 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

ANS: E PTS: 1 DIF: 2 REF: 36
NAT: AACSB Analytic | Operations Management TYP: F

69. 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

ANS: A PTS: 1 DIF: 3 REF: 39
NAT: AACSB Analytic | Operations Management TYP: A

70. 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

ANS: D PTS: 1 DIF: 3 REF: 41
NAT: AACSB Analytic | Group Dynamics TYP: A

71. 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

ANS: E PTS: 1 DIF: 2 REF: 42
NAT: AACSB Analytic | Operations Management TYP: F

72. Theory X and Theory Y was developed by:
- a. Douglas McGregor
 - b. Henry Gantt

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- c. Max Weber
- d. Mary Parker Follett
- e. Frank Gilbreth

ANS: A PTS: 1 DIF: 2 REF: 44
NAT: AACSB Analytic | Operations Management TYP: F

73. 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 use of which management approach?
- a. Administrative principles approach
 - b. Bureaucratic approach
 - c. Behavioral sciences approach
 - d. Humanistic approach
 - e. Scientific management approach

ANS: C PTS: 1 DIF: 3 REF: 44
NAT: AACSB Analytic | Motivational Concepts TYP: A

74. 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

ANS: A PTS: 1 DIF: 3 REF: 46
NAT: AACSB Analytic | Individual Dynamics TYP: A

75. 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

ANS: C PTS: 1 DIF: 2 REF: 46
NAT: AACSB Analytic | Information Technologies TYP: F

76. 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. Quans

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- d. Quants
- e. Fins

ANS: D PTS: 1 DIF: 2 REF: 47
NAT: AACSB Analytic | Information Technologies TYP: F

77. From the 1950s until today, which management perspective has remained the most prevalent?
- a. Systems
 - b. Qualitative
 - c. Scientific management
 - d. Quantitative
 - e. Humanistic

ANS: E PTS: 1 DIF: 2 REF: 47
NAT: AACSB Analytic | Group Dynamics TYP: F

78. 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

ANS: A PTS: 1 DIF: 3 REF: 48
NAT: AACSB Analytic | Individual Dynamics TYP: A

79. 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

ANS: B PTS: 1 DIF: 2 REF: 49
NAT: AACSB Analytic | Individual Dynamics TYP: A

80. _____ 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

ANS: C PTS: 1 DIF: 2 REF: 50
NAT: AACSB Analytic | Operations Management TYP: F

81. 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

ANS: D PTS: 1 DIF: 2 REF: 51
NAT: AACSB Analytic | Environmental Influence TYP: F

CASE

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.

1. 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.

ANS: D
PTS: 1 DIF: 2 REF: 39
NAT: AACSB Analytic | Leadership Principles KEY: Scenario Questions
TYP: A

2. 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.

ANS: A
PTS: 1 DIF: 2 REF: 44
NAT: AACSB Analytic | Leadership Principles KEY: Scenario Questions
TYP: A

3. From a System's 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.

ANS: B

PTS: 1 DIF: 2 REF: 48

NAT: AACSB Analytic | Leadership Principles

KEY: Scenario Questions

TYP: A

4. 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.

ANS: E

PTS: 1 DIF: 2 REF: 49

NAT: AACSB Analytic | Leadership Principles

KEY: Scenario Questions

TYP: A

COMPLETION

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

ANS: historical

PTS: 1 DIF: 1 REF: 34

NAT: AACSB Analytic | Environmental Influence

TYP: F

2. _____ refer to the aspects of a culture that guide and influence relationships among people.

ANS: Social forces

PTS: 1 DIF: 2 REF: 34

NAT: AACSB Analytic | Environmental Influence

TYP: F

3. _____ refer to the influence of political and legal institutions on people and organizations.

ANS: Political forces

PTS: 1 DIF: 2 REF: 34

NAT: AACSB Analytic | Environmental Influence

TYP: F

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4. _____ pertain to the availability, production, and distribution of resources in a society.
ANS: Economic forces
PTS: 1 DIF: 2 REF: 34
NAT: AACSB Analytic | Environmental Influence TYP: F
5. 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 _____.
ANS: classical perspective
PTS: 1 DIF: 2 REF: 35
NAT: AACSB Analytic | Leadership Principles TYP: F
6. _____ is considered the "father of scientific management."
ANS: Frederick W. Taylor
PTS: 1 DIF: 1 REF: 36
NAT: AACSB Analytic | Leadership Principles TYP: F
7. Weber's vision of organizations that would be managed on an impersonal, rational basis is called a(n) _____.
ANS: bureaucracy
PTS: 1 DIF: 2 REF: 38
NAT: AACSB Analytic | Leadership Principles TYP: F
8. 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 _____.
ANS: administrative principles
PTS: 1 DIF: 2 REF: 39
NAT: AACSB Analytic | Leadership Principles TYP: F
9. According to Fayol, similar activities in an organization should be grouped together under one manager. This administrative principle is known as _____.
ANS: unity of direction
PTS: 1 DIF: 3 REF: 39
NAT: AACSB Analytic | Leadership Principles TYP: F
10. 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) _____.
ANS: humanistic perspective
PTS: 1 DIF: 2 REF: 40
NAT: AACSB Analytic | Leadership Principles TYP: F
11. 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) _____.
ANS: human resources perspective
PTS: 1 DIF: 2 REF: 42
NAT: AACSB Analytic | Leadership Principles TYP: F
12. Organizational development is one specific set of management techniques based in the _____ approach.
ANS: behavioral sciences
PTS: 1 DIF: 2 REF: 45
NAT: AACSB Analytic | Creation of Value TYP: F

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13. 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) _____.
ANS: management science perspective
PTS: 1 DIF: 2 REF: 46
NAT: AACSB Analytic | Leadership Principles TYP: F
14. _____ refers to the field of management that specializes in the physical production of goods or services.
ANS: Operations management
PTS: 1 DIF: 2 REF: 46
NAT: AACSB Analytic | Leadership Principles TYP: F
15. The concept that the whole is greater than the sum of its parts is known as _____.
ANS: synergy
PTS: 1 DIF: 2 REF: 48
NAT: AACSB Analytic | Creation of Value TYP: F
16. The _____ view of management is an integration of the case and universalist viewpoints.
ANS: contingency
PTS: 1 DIF: 2 REF: 49
NAT: AACSB Analytic | Leadership Principles TYP: F
17. 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 _____.
ANS: benchmarking
PTS: 1 DIF: 2 REF: 49-50
NAT: AACSB Analytic | Leadership Principles TYP: F
18. _____ refers to the sequence of suppliers and purchasers, covering all stages of processing from obtaining raw materials to distributing finished goods to consumers.
ANS: Supply chain management
PTS: 1 DIF: 2 REF: 53
NAT: AACSB Analytic | Creation of Value TYP: F
19. _____ collect and manage large amounts of data about customers and make them available to employees, enabling better decision making and superior customer service.
ANS:
Customer relationship management systems
CRM systems
PTS: 1 DIF: 2 REF: 53
NAT: AACSB Analytic | Creation of Value TYP: F
20. _____ refers to contracting out selected functions or activities to other organizations that can do the work more cost-efficiently.
ANS: Outsourcing
PTS: 1 DIF: 2 REF: 53
NAT: AACSB Analytic | Creation of Value TYP: F

SHORT ANSWER

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

Chapter 2: The Evolution of Management Thinking

ANS:

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.

PTS: 1 DIF: 2 REF: 37

NAT: AACSB Analytic | Leadership Principles TYP: F

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

ANS:

(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.

PTS: 1 DIF: 3 REF: 45

NAT: AACSB Analytic | Motivation Concepts TYP: F

ESSAY

1. 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.

ANS:

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.

PTS: 1 DIF: 2 REF: 36-39

NAT: AACSB Analytic | Creation of Value TYP: F

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

ANS:

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.

PTS: 1 DIF: 2 REF: 36-37

NAT: AACSB Analytic | Creation of Value TYP: F

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

ANS:

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.

PTS: 1 DIF: 3 REF: 42

NAT: AACSB Analytic | Creation of Value TYP: F

4. 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?

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ANS:

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.

PTS: 1

DIF: 3

REF: 44

NAT: AACSB Analytic | Creation of Value TYP: F

5. Briefly describe systems theory, including synergy.

ANS:

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.

PTS: 1

DIF: 2

REF: 48

NAT: AACSB Analytic | Creation of Value TYP: F

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

ANS:

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.

PTS: 1

DIF: 2

REF: 49

NAT: AACSB Analytic | Creation of Value TYP: F