	https://selldocx.com/products				
Name	/test-bank-managing-for-quality-an@lpsrformance-excellence-11e-@ata				
:		:	e:		
Chapter	01: Introduction to Quality				

1. People view quality subjective marketing value chain.	ely and in relation	to differing criteria based on their individual roles in the production-
	a.	True
	b.	False
ANSWER:		True
2. The transcendent definition of	f quality was first	defined as the goodness of a product.
	a.	True
	b.	False
ANSWER:		True
3. According to the product pers	spective of quality	, smaller numbers of product attributes are equivalent to higher quality.
	a.	True
	b.	False
ANSWER:		False
4. The user perspective of qualit	y judges a produc	t based on how well the product performs its intended function.
	a.	True
	b.	False
ANSWER:		True
5. According to the manufacturi	ng perspective of	quality, quality is based on consistency in goods and services.
	a.	True
	b.	False
ANSWER:		True
6. Inspection was the primary m	eans of quality co	entrol during the first half of the twentieth century.
	a.	True
	b.	False
ANSWER:		True
7. During the 1940s and 1950s, a managers as it was recognized a		I, the quality of products was the most important priority of top lwide success.
	a.	True
	b.	False
ANSWER:		False
8. Although quality can drive bu stock price drops are the result of		cannot guarantee it, and one must not infer that business failures or
-	a.	True
	b.	False
ANSWER:		True

9. The Six Sigma approach for quality improvement requires increased levels of training and education for managers, but not for front-line employees.

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	a.	True	
	b.	False	
ANSWER:			False
_	-	I sales employees to learn about the onsumers are willing to pay for the	-
	a.	True	
	b.	False	
ANSWER:			True
11. The receiving department of the purchase contract.	artment in an organiz	ration ensures that the delivered iter	ns are of the quality specified by the
	a.	True	
	b.	False	
ANSWER:			True
12. The function of too realistic specifications	_	facturing industries is to work with	product design engineers to develop
	a.	True	
	b.	False	
ANSWER:			False
13. Inspection should remove defective item		f gathering information that can be	used to improve quality, not simply to
	a.	True	
	b.	False	
ANSWER:			True
14. If quality is built in functional testing.	nto the product prope	erly, inspection should be unnecessa	ary except for auditing purposes and
	a.	True	
	b.	False	
ANSWER:			True
15. The production of	services typically re-	quires a lower degree of customizat	ion than does manufacturing.
	a.	True	
	b.	False	
ANSWER:			False
16. Services cannot be	stored, inventoried,	or inspected prior to delivery as ma	nufactured goods are.
	a.	True	
	b.	False	
ANSWER:			True

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	a.	True	
	b.	False	
ANSWER:			False
18. Services are produce	ed prior to consump	otion.	
	a.	True	
	b.	False	
ANSWER:			False
19. Customers evaluate	a service primarily	by the quality of the human cont	act.
	a.	True	
	b.	False	
ANSWER:			True
20. The rapid increase is	n liability suits has	made legal services an important	aspect of quality assurance.
	a.	True	
	b.	False	
ANSWER:			True
21. Accounting data are improvement programs.	•	ng areas of quality improvement a	and tracking the progress of quality
	a.	True	
	b.	False	
ANSWER:			True
•		fied Quality Manager, Certified Queiety for Quality (ASQ).	Quality Engineer, and Certified Quality
	a.	True	
	b.	False	
ANSWER:			True
23. It is the responsibili	ty of the organization	on's quality function to "own" or	guarantee quality throughout the organization.
	a.	True	
	b.	False	
ANSWER:			False
24. High quality of proc	ducts is itself an im	portant source of competitive adv	antage for organizations.
	a.	True	
	b.	False	
ANSWER:			True
25. Instituting a strategy	y of quality improve	ement usually helps to increase sl	nort-run profitability.
	a.	True	
	b.	False	

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ANSWER:					False	
-	-			es to take more responsibili	ty for acting as the point of conta	act between the
organization	and in	e customer	a.	True		
			b.	False		
ANSWER:			.	1 4125	True	
				nordinary service to a custon	what they're asked or normally mer.	expected to do in
			a.	True		
			b.	False	_	
ANSWER:					True	
28. Which of	f the folia. b.	Product Value p	t perspective perspective		nous with superiority or excellent	ce?
	c.		endent perspect			
	d.	Manufa	cturing perspec	etive		
ANSWER:						c
a. It isb. It proc. It de	of little ovides fines qu	e practical a precise a uality on the	value to the ma and universally the basis of the i	nagers, as standards of exce acceptable definition for que relationship of product bene	•	individuals.
ANSWER:		•			•	a
built-in alarn	n, mobi	ile and iPo		o, and many more. The com single product.	o the market with multiple featur pany is trying to influence the	
ANSWER:						c
						-
31. Which of intended fun		llowing pe	rspectives of q	uality judges a product on the	ne basis of how well the product	performs its
	a.	Value p	erspective			
	b.		perspective			
	c.	_	erspective			
	d.	Manufa	cturing perspec	tive		
ANSWER:						c

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32. The value per	rspective d	efines quality of a prod	uct on the basis of the	
a. abil	ity of the p	product to perform its in	tended function.	
b. rela	tionship of	product benefits to price	ce.	
c. quai	ntity of sor	ne product attribute.		
d. prod	duct's conf	formance to its specification	ations.	
ANSWER:				b
	pared to of			good quality products to consumers at ost likely to influence the
	a.	user		
	b.	product		
	c.	value		
	d.	manufacturing		
ANSWER:				c
34. Which of the specifications?	following	perspectives judges qua	ality of a product on the basis	s of consistency in meeting product
a.		ufacturing perspective		
b.	User	perspective		
c.	Valu	e perspective		
d.	Trans	scendent perspective		
ANSWER:				a
35. The peon its ability to sa	_		tality of features and charact	eristics of a product or service that bears
	b.	transcendent		
	c.	manufacturing		
	d.	customer		
ANSWER:				d
36. The ultimate	nurchaser	of a product or service i	is referred to as a(n)	
30. The ultimate	a.	supplier.	is referred to as a(n)	
	b.	external customer.		
	c.	consumer.		
	d.	internal customer.		
ANSWER:				c
			ng company, buys microphor llar accessories. For Atid Inf	nes and Bluetooth handsets from Atid otech, Shenzen is a(n)

b.

supplier.

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	c.		external customer.		
	d.		internal customer.		
ANSWER:					c
38. Which o	of the fol	lowing	statements regarding in	ternal customers of an organiza	ation is true?
a. T	hey buy	product	ts or services for their o	wn personal use.	
b. T	hey rece	ive goo	ds or services from sup	pliers within the organization.	
c. T	hey are t	he ultin	nate purchasers of a pro	oduct or service.	
d. T	hey do n	ot add a	any value to the produc	t before it reaches the consumer	r.
ANSWER:					b
39. Custom	-	•	ew quality from the	perspective.	
	a.	use			
	b.		nufacturing		
	c.	val			
ANCHUED	d.	trai	nscendent or product		1
ANSWER:					d
because the	y are res _] a. b. c. d.	User Manu Value	e for determining the ne perspective ifacturing perspective e perspective scendent perspective	eeds and expectations of the cus	stomers?
ANSWER:		11011	year perspective		a
41. The value services.	ue perspe	a. b. c. d.	f quality is most import manufacturing design marketing distribution	ant at the stage in the cro	eation and delivery of goods and
ANSWER:		u.	distribution		b
	g that de a. b.	sign spe User Custo	perspectives of quality ecifications are met dur perspective omer perspective act perspective	is meaningful for production wing production?	orkers who are responsible for
	c. d.		ifacturing perspective		
ANSWER:	u.	wiant	maciuming perspective		d

43. Which of the following perspectives of quality provides the basis for coordinating the entire value chain?

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- a. Customer perspective
- b. User perspective
- c. Transcendent perspective
- d. Value perspective

ANSWER:

- 44. Which of the following statements regarding quality management during the age of craftsmanship that existed before the advent of the Industrial Revolution is true?
 - a. Inspection was the primary means of quality control.
 - b. Various statistical methods and control charts were being used to identify quality problems in production processes and to ensure consistency of output.
 - c. Ensuring quality of products was the responsibility of the quality departments, not the workers who were directly involved in creating the products.
 - d. Quality assurance was informal and efforts were made to ensure that quality was built into products by the people who produced them.

ANSWER:

- 45. The concept of total quality is defined as a(n)
 - a. customer-focused, results-oriented approach to business improvement that integrates many traditional quality improvement tools and techniques with a bottom-line and strategic orientation.
 - b. people-focused management system that aims at continual increase in customer satisfaction at continually lower real cost.
 - c. structured approach to organizational management that is used to prioritize and select projects that have high benefits relative to the effort involved in accomplishing them.
 - d. integrated approach to organizational performance management that results in lower consumption of resources.

ANSWER: b

- 46. Which of the following statements regarding the Six Sigma approach to quality improvement is true?
 - a. It does not address problems involving cost reduction and efficiency.
 - b. It integrates many traditional quality improvement tools and techniques that have been tested and validated over the years, with a bottom-line and strategic orientation that appeals to senior managers.
 - c. It becomes less effective in addressing problems related to quality and efficiency if the Six Sigma tools are combined with lean tools from the Toyota production system.
 - d. It focuses entirely on the training and education of managers and not the front-line employees and the technical staff in the organization.

ANSWER: b

- 47. Marketing and sales employees in an organization contribute to the quality of the product by
 - a. bringing together technical staffs from both the buyer's and supplier's companies to design products and solve technical problems.
 - b. designing and maintaining the tools used in manufacturing and inspection of goods.
 - c. learning the products and product features that consumers want and knowing the prices that consumers are willing to pay for them.
 - d. ensuring that the items delivered by the suppliers are of the quality specified by the purchase contract.

a

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ANSWER:			c
	epartment helps a firm achi g- and short-term production	eve quality by a requirements for filling custome	r orders and meeting anticipated
b. ensuring that in the final p		correctly and eliminating the cau	ses that can lead to defects or errors
c. collaborating	with product design engine	eers to develop realistic specificat	ions for the product.
d. providing qu	ality-improvement training	to suppliers.	
ANSWER:			d
	owing employees in an orga methods for producing qua Production workers Industrial engineers Salespeople	nnization are responsible for selectlity products?	ting appropriate technologies,
d.	Tool engineers		
ANSWER:	-		ь
a. Prod b. Man c. Prod	-	ers and meeting anticipated dema	or specifying long- and short-term nd?
ANSWER:			c
a. gathering infb. selecting quarequirementsc. designing and	ormation that can be used to lity-conscious suppliers and specified by product design d maintaining the tools used	ufacturing system contributes to to improve the quality of products. It ensuring that purchase orders close and engineering. I in manufacturing products. I in manufacturing products.	early define the quality
•	f services differs from man	ifacturing because services	
	spected prior to delivery.		
•	ss customization compared	_	
_	outputs that are mostly intan		
d. are less la	bor intensive and involve n	ninimal human interaction.	
ANSWER:			c

a. Compared to manufacturing organizations, it is easier for service organizations to identify and measure

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53. Which of the following statements regarding production of services is true?

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customers'	needs and performance stands	ards as they involve human cont	act
	-	ires a lower degree of customizations	
•		of services is typically less labor	_
_	e produced and consumed sim	· = · · · ·	
ANSWER:	- productu una consumo sino		d
11,0,7, 211			_
54. Customers eval	uate a service primarily by the		
a. spee	d of the service.		
b. accu	racy of the service.		
c. qual	ity of the human contact.		
d. degr	ee of customization offered by	the service.	
ANSWER:			c
55. Which of the foorganizations?	ollowing is a negative impact o	f information technology on the	e customer service provided by service
a. It has incre	ased the labor intensity involv	ed in the production of services	
			e providers leading to decreased
	atisfaction among some consul	ners.	
	eased the speed of service.		
d. It has restri purchase.	cted the ability of customers to	compare products with compe	titor brands before making a
ANSWER:			b
56. The functions for reducing it.	ction helps an organization in a	chieving quality by exposing the	ne costs of poor quality and opportunities
a.	marketing and sales		
b.	manufacturing and assembly	<i>I</i>	
c.	legal services		
d.	finance and accounting		
ANSWER:			d
packaging, and safe	ety measures are in compliance		by ensuring that the product labeling,
a.	Marketing and sales		
b.	Tool engineering		
c.	Legal services		
d.	Finance and accounting		
ANSWER:			c
58. One of the way	s that the legal services function	on helps to achieve quality is by	

- - a. ensuring that the firm provides adequate training to its salespeople so that they can appropriately answer all customer queries.
 - b. designing and wording the company's product warranties properly.
 - c. providing special statistical studies and analyses to the manufacturing or business support functions.

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d. authorizing 4 <i>NSWER:</i>	g sufficient budgeting for equipment, training, and other means of assur	ring quality. b
59. Many organiza	ations have separate quality functions or departments that assume all of	the following roles EXCEPT
a.	metrology.	
b.	product/service design.	
С.	legal services.	
d.	supplier quality management.	
4NSWER:		С
60. Which of the fo	ollowing terms best represents a firm's ability to achieve market superior	ority?
a.	Flexibility	•
b.	Competitive advantage	
c.	Quality assurance	
d.	Agility	
ANSWER:		b
61. The book Oug	lity Is Free was written by	
~	a. Joseph Juran.	
	b. Edwards Deming.	
	c. Malcolm Baldrige.	
	d. Philip Crosby.	
ANSWER:		d
a. it helps in	formance in production or service delivery tends to increase profitability differentiating the product from its competitors and improves the percential of the product from its competitors.	ived value of the product.
	that the services are performed according to the convenience of the cust	
	lower costs through savings in rework, scrap, resolution of errors, and v	varranty expenses.
	improved employee motivation.	
ANSWER:		c
63. Organizations	can ensure that quality is rooted in their culture by	
•	ng quality at the personal level and encouraging employees to practice of	quality in all activities of
b. encouragir	ng employees to do more than what they are expected to do through rew	ard programs.
	hat the company follows all the laws and regulations regarding product seting requirements.	labeling, packaging, and
d. allotting su	ufficient budget amounts for equipment, training, and other means of as	suring quality.
ANSWER:		a

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a.

b.

64. While facing a competitive crisis, Xerox adopted a new process in 1983 called

Excellence in All We Do.

Leadership Through Quality.

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- c. Lean Six Sigma.
- d. New Quality Renewal.

ANSWER: b

65. What was the reason for the competitive advantage of Xerox?

ANSWER: Xerox's competitive advantage was due to strong patents, a growing market, and little competition.

66. What led to the fall of Xerox's market share to less than 50 percent?

ANSWER: Several Japanese companies introduced high-quality low-volume copiers, a market that Xerox had virtually ignored, and established a foundation for moving into the high-volume market. In addition, the Federal Trade Commission accused Xerox of illegally monopolizing the copier business. After negotiations, Xerox agreed to open approximately 1,700 patents to competitors. Xerox was soon losing market share to Japanese competitors, and by the early 1980s it faced a serious competitive threat from copy machine manufacturers in Japan. All these factors led to the fall of Xerox's market share to less than 50 percent.

67. What is the quality policy of Xerox written by David Kearns and 25 other top employees of Xerox?

ANSWER: Kearns and the company's top 25 managers wrote the Xerox Quality Policy, which states: Xerox is a quality company. Quality is the basic business principle for Xerox. Quality means providing our external and internal customers with innovative products and services that fully satisfy their requirements. Quality improvement is the job of every Xerox employee.

68. What are the objectives of the Leadership Through Quality process?

ANSWER: The Leadership Through Quality process had three objectives:

- 1. To instill quality as the basic business principle in Xerox, and to ensure that quality improvement becomes the job of every Xerox person.
- 2. To ensure that Xerox people, individually and collectively, provide our external and internal customers with innovative products and services that fully satisfy their existing and latent requirements.
- 3. To establish, as a way of life, management and work processes that enable all Xerox people to continuously pursue quality improvement in meeting customer requirements.
- 69. The Leadership Through Quality process was directed at achieving what four goals in all Xerox activities? *ANSWER:* Leadership Through Quality was directed at achieving four goals in all Xerox activities:
 - 1. Customer Goal: To become an organization with whom customers are eager to do business.
 - 2. Employee Goal: To create an environment where everyone can take pride in the organization and feel responsible for its success.
 - 3. Business Goal: To increase profits and presence at a rate faster than the markets in which Xerox competes.
 - 4. Process Goal: To use Leadership Through Quality principles in all Xerox does.

70. How did Leadership Through Quality radically change the way Xerox did business?

ANSWER: All activities, such as product planning, distribution, and establishing unit objectives, began with a focus on customer requirements. Benchmarking —identifying and studying the companies and organizations that best perform critical business functions and then incorporating those organizations' ideas into the firm's operations —became an important component of Xerox's quality efforts. Xerox benchmarked more than 200 processes with those of noncompetitive companies. Measuring customer satisfaction and training were important components of the program. Every month, 40,000 surveys were mailed to customers, seeking feedback on equipment performance, sales, service, and administrative support. Any reported dissatisfaction

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was dealt with immediately and was usually resolved in a matter of days. When the program was instituted, every Xerox employee worldwide, and at all levels of the company, received the same training in quality principles. This training began with top management and filtered down through each level of the firm.

71. What was the first program at Xerox that linked managers with employees in a mutual problem-solving approach and served as a model for other corporations?

ANSWER: Xerox had always had good relationships with its unions. In 1980, the company signed a contract with its principal union, the Amalgamated Clothing and Textile Workers, encouraging union members' participation in quality improvement processes. It was the first program in the company that linked managers with employees in a mutual problem-solving approach and served as a model for other corporations.

72. List some of the impacts of the Leadership Through Quality program at Xerox.

ANSWER: Some of the most obvious impacts of the Leadership Through Quality program included the following:

- 1. Reject rates on the assembly line fell from 10,000 parts per million to 300 parts per million.
- 2. Ninety-five percent of supplied parts no longer needed inspection; in 1989, 30 U.S. suppliers went the entire year defect-free.
- 3. The number of suppliers was cut from 5,000 to fewer than 500.
- 4. The cost of purchased parts was reduced by 45 percent.
- 5. Despite inflation, manufacturing costs dropped 20 percent.
- 6. Product development time decreased by 60 percent.
- 7. Overall product quality improved 93 percent.
- 73. What basic principles support Xerox's core value "We deliver quality and excellence in all we do"?

ANSWER: The basic principles at Xerox that support its core value are as follows:

- 1. Customer-focused employees, accountable for business results, are fundamental to our success.
- 2. Our work environment enables participation, speed, and teamwork based on trust, learning, and recognition.
- 3. Everyone at Xerox has business objectives aligned to the Xerox direction. A disciplined process is used to assess progress toward delivery of results.
- 4. Customer-focused work processes, supported by disciplined use of quality tools, enable rapid changes and yield predictable business results.
- 5. Everyone takes responsibility to communicate and act on benchmarks and knowledge that enable rapid change in the best interests of customers and shareholders.
- 74. What are the key components of Xerox's Lean Six Sigma?

ANSWER: The key components of Xerox's Lean Six Sigma are as follows:

- 1. Performance excellence process:
 - Supports clearer, simpler alignment of corporate direction to individual objectives
 - Emphasizes ongoing inspection/assessment of business priorities
 - Provides clear links to market trends, benchmarking, and Lean Six Sigma
 - Supports a simplified "Baldrige-type" business assessment model
- 2. DMAIC (define, measure, analyze, improve, control) process:
 - Based on industry-proven Six Sigma approach with speed and focus
 - Four steps support improvement projects, set goals

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- Used to proactively capture opportunities or solve problems
- Full set of lean and Six Sigma tools
- 3. Market trends and benchmarking:
 - Reinforces market focus and encourages external view
 - Disciplined approach to benchmarking
 - Establishes a common four-step approach to benchmarking
 - Encourages all employees to be aware of changing markets
 - Strong linkage to performance excellence process and DMAIC
- 4. Behaviors and leadership:
 - Reinforces customer focus
 - Expands interactive skills to include more team effectiveness
 - Promotes faster decision making and introduces new meeting tool
- 75. What do today's Chinese quality systems strongly emphasize?
- ANSWER: Today's Chinese quality systems strongly emphasize tools, methodology and measurement, and place great importance on key quality management processes, including self-inspection, traceability, and recruiting and training of workers.
- 76. Describe the steps taken by Huawei's senior management to become the "Toyota of the telecom industry."
- ANSWER: Huawei's senior management recently declared the company's desire to be the "Toyota of the telecom industry." To achieve this, Huawei has studied Western telecom manufacturing in great detail and has invested heavily in the latest tools and technology. It is constantly looking for better tools and techniques that will make it a world leader, moving away from its current emphasis on low-cost production.
- 77. Discuss the key features of the QuEST Forum.
- ANSWER: The QuEST Forum is a unique collaboration of telecommunications service providers and suppliers dedicated to telecom supply chain quality and performance. The Forum supports its member organizations to pursue performance excellence through implementing a common quality standard, emphasizing industry best practices and delivering a benchmarking measurement system. There are 11 benchmark measurements, including number of problem reports, problem report fix response time, on-time delivery, network element impact outage measurement, and field replacement unit returns.
- 78. What key areas in corporation health are measured by the executive management team balanced scorecard at Huawei? *ANSWER:* The balanced scorecard at Huawei measures four key areas in corporation health: financial and profit, customer and quality, growth and learning, and internal business performance.
- 79. Explain the significance of integrating different quality perspectives in the value chain.
- ANSWER: Individuals in different business functions speak different languages. Thus, different quality perspectives at different points in the value chain are important to ultimately create and deliver goods and services that will satisfy customers' needs and expectations. The customer is the driving force for the production of goods and services, and customers generally view quality from either the transcendent or the product perspective. The goods and services produced should meet customers' needs and expectations. It is the role of the marketing function to determine these. Hence, the user perspective of quality is meaningful to people who work in marketing.

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The manufacturer must translate customer requirements into detailed product and process specifications. Making this translation is the role of research and development, product design, and engineering. Product specifications might address such attributes as size, form, finish, taste, dimensions, tolerances, materials, operational characteristics, and safety features. Process specifications indicate the types of equipment, tools, and facilities to be used in production. Product designers must balance performance and cost to meet financial and marketing objectives; thus, the value perspective of quality is most useful at this stage. The manufacturing function is responsible for guaranteeing that design specifications are met during production and that the final product performs as intended. Thus, for production workers, quality is defined by the manufacturing perspective.

Throughout the value chain, each function is an internal customer of others, and the firm itself may be an external customer or supplier to other firms. Thus, the customer perspective provides the basis for coordinating the entire value chain.

80. Discuss the "quality revolution" that took place in the United States after the 1960s.

ANSWER:

During the 1950s and 1960s, when "made in Japan" was associated with inferior products, U.S. consumers purchased domestic goods and accepted their quality without question. During the 1970s, however, increased global competition and the availability of higher-quality foreign products led U.S. consumers, armed with increased access to information, to consider their purchasing decisions more carefully and to demand high quality and reliability in goods and services at a fair price. The decade of the 1980s was a period of remarkable change and growing awareness of quality by consumers, industry, and government. As technology advanced and products became more complex, the likelihood of a quality problem increased. Government safety regulations, product recalls, and the rapid increase in product-liability judgments changed society's attitude from "let the buyer beware" to "let the producer beware." Businesses began to recognize that quality was vital to their survival. Quality became recognized as a key to worldwide competitiveness and was heavily promoted throughout industry. Most major U.S. firms instituted extensive quality improvement campaigns, directed not only at improving internal operations, but also toward satisfying external customers.

81. Explain the role of information technology in service industries.

ANSWER

Many service industries exploit information technology to achieve high customer service. Information technology systems helps to save time, improve accuracy by standardizing the order-taking, billing, and inventory procedures and reducing the need for handwriting. Credit authorizations, which once took several minutes by telephone, are now accomplished in seconds through computerized authorization systems. It allows businesses to maintain a database of individual customer preferences, previous difficulties, family and personal interests, and preferred credit cards. Information technology has had a huge impact on e-commerce. Customers can shop for almost any product; configure, price, and order computer systems; and take virtual test drives of automobiles and select from thousands of possible combinations of options on the Internet in the convenience of their homes. Information technology can be used to develop and enhance customer relationships. However, while information technology reduces labor intensity and increases the speed of service, it can have adverse effects on other dimensions of quality due to reduced personal interaction between the customers and the organization.

82. How do quality of design and conformance influence the profitability of an organization?

ANSWER:

Profitability is driven by both the quality of design and conformance. Improvements in design will differentiate the product from its competitors, improve a firm's quality reputation, and improve the perceived value of the product. These factors allow the firm to command higher prices as well as to achieve a greater market share, which in turn leads to increased revenues that offset the costs of improving the design. Improved conformance in production or service delivery leads to lower costs through savings in rework, scrap, resolution of errors, and warranty expenses.

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83. Why is it important for organizations to internalize quality at the personal level?

ANSWER: Organizations today expect their employees to take more responsibility for acting as the point of contact between the organization and the customer, to be team players, and to provide better customer service. Quality begins with individual attitudes and behavior. Employees who embrace quality as a personal value often go beyond what they're asked or normally expected to do in order to reach a difficult goal or provide extraordinary service to a customer. Personal quality is an essential ingredient to make quality happen in the workplace. Unless quality is internalized at the personal level, it will never become rooted in the culture of an organization.