## **Chapter 1: Introduction to Organizational Psychology**

## **Multiple Choice Questions**

1. The field of organizational psychology began to take its present shape in the:
a) 1870s
*b) Early 1900s
c) 1950s
d) Early 1800s
2. Which of the following principles is most clearly associated with scientific management?
*a) Workers will work harder if they are assigned and rewarded for completing specific tasks.
b) Workers will perform best if they set their own goals and desired reward system.
c) Workers will only work toward general goals that are stated at the organizational level.
d) Workers will work hard if they enjoy what they're doing; no financial compensation is necessary.
3. Action research refers to which of the following?
a) The study of motion
*b) Collaborative problem solving by researchers and organizations
c) Quick research in laboratory settings
d) Basic research designed to move the field forward

4. A human relations perspective would suggest which of the following?

- b) An organization's sole focus should be on its financial health.
- \*c) Job design and enrichment may improve the work experience for employees.
- d) Organizations must pay special attention to their public images.
- 5. The trend away from specific jobs toward more frequently changing project-based work is commonly referred to as:
  - \*a) Dejobbing
  - b) Job shrinking
  - c) Job reduction
  - d) Dynamism
- 6. Multilevel perspective could best be described in which example?
  - a) As a group, subordinates are able to change the opinions of those in higher management.
  - b) Managers and CEOs exert direct influence to each employee, individually.
  - \*c) Individual employee behavior can be influenced directly by which group the employee is a part of.
  - d) Researchers now consider subordinates, managers, and executives in their studies.