

Chapter 1

Introduction and Historical Background

Multiple Choice

Directions: For each item below, select the choice that best completes the sentence or answers the question.

1. Which of the following is *not* characteristic of modern organizations?

- A. Constantly evolving and thriving on change.
- B. Make little use of the Internet.
- C. Some employees will find such organizations stressful.
- D. Have a global focus.

Answer: B

Ref: p. 5

2. Which of the following characterizes modern organizations?

- A. Face simultaneous pressures for stability and change.
- B. They will need repeated innovation to stay competitive.
- C. Virtual organizations will become increasingly common.
- D. All answers characterize modern organizations.

Answer: D

Ref: p. 5

What Is an Organization?

3. Which of the following is *not* an organization characteristic?

- A. A system of five or more people.
- B. Cooperation.
- C. Goal orientation.
- D. Authority relationships.

Answer: A

Ref: p. 6

Organizational Behavior and Organizational Theory

4. We know how people are motivated at work from the discipline of

- A. Sociology of work.
- B. Psychology.
- C. Anthropology.
- D. Political science.

Answer: B

Ref: pp. 6–7

5. When we study how organizational culture affects work behavior, we likely draw from the discipline of

- A. Sociology of work.
- B. Psychology.
- C. Anthropology.
- D. Political science.

Answer: C

Ref: pp. 6–7

6. We know much about social status and social relationships and their effect on work behavior from the discipline of

- A. Sociology of work.
- B. Anthropology.
- C. Political science.
- D. Psychology.

Answer: A

Ref: pp. 6–7

7. When organizational scientists study political behavior in organizations, they likely draw from the discipline of

- A. Sociology of work.
- B. Anthropology.
- C. Psychology.
- D. Political science.

Answer: D

Ref: pp. 6–7

8. The discipline of organizational theory draws primarily from

- A. Sociology.
- B. Social psychology.
- C. Industrial psychology.
- D. Political science.

Answer: A

Ref: pp. 6–7

9. The discipline concerned with understanding organizational design is

- A. Organizational behavior.
- B. Organizational theory.
- C. Sociology of organizations.
- D. Sociology of work.

Answer: B

Ref: pp. 6–7

10. Which of the following disciplines is least likely to contribute to the study of organizational theory?

- A. Sociology.
- B. Political science.
- C. Anthropology.
- D. Sociology of organizations.

Answer: B

Ref: pp. 6–7

11. Which of the following disciplines is least likely to contribute to the study of organizational behavior?

- A. Social psychology.
- B. Sociology of work.
- C. Sociology of organizations.

D. Industrial psychology.

Answer: C

Ref: pp. 6–7

12. Which of the following statements is *correct* about the relationship between organizational behavior and organizational design?

- A. Organizational behavior creates organizational design.
- B. Organizational design determines organizational behavior.
- C. Organizational behavior and organizational design affect each other.
- D. Organizational behavior and organizational design are completely independent.

Answer: C

Ref: pp. 6–7

Theories and Concepts

13. A manager who borrows from all motivation theories to solve a problem of employee productivity is similar to a photographer using a

- A. Telephoto lens.
- B. Normal lens.
- C. Wide-angle lens.
- D. No answers are correct.

Answer: C

Ref: pp. 7–9

14. A manager who uses the expectancy and valence concepts to solve a problem with an unmotivated worker is similar to a photographer using a

- A. Normal lens.