

- d. Leadership training
- 8) The difference between the Army Alpha and Army Beta tests developed for the U.S. Army during World War I is
- a. The length of the tests are different
 - b. One is more suitable for people who are not fluent in English**
 - c. One is more suitable for selection of leaders
 - d. The tests were written in different languages
- 9) The major contribution by I-O psychologists during WWII was in the area of _____.
- a. leadership
 - b. motivation
 - c. satisfaction
 - d. engineering psychology**
- 10) The Hawthorne Studies _____.
- a. began as research on the effects of the physical work environment on worker efficiency**
 - b. led to initiatives in the testing of recruits during WWI
 - c. found that the work environment was more important than social factors in worker performance
 - d. none of the above
- 11) In the Hawthorne Studies, after researchers eliminated previously added benefits such as improved lighting and rest periods, worker production _____.
- a. stayed the same
 - b. decreased
 - c. increased**
 - d. increased only for men
- 12) I-O psychologists have studied many aspects of technology and work, including the effects of have access to work while on personal time using smart, mobile technology. Studies have found that this can make it hard for employees to disconnect, or detach, from work. What are some of the effects of lack of detachment?
- a. increased stress, increased conflict between work and family, disrupted sleep**
 - b. increased productivity, increased satisfaction with life, disrupted meal times
 - c. lower performance appraisals and work motivation
 - d. increase satisfaction with family life
- 13) According to polls conducted in 2018, the “gig” economy includes approximately what percentage of workers in the U.S. economy?
- a. 9
 - b. 16
 - c. 20
 - d. 36**

- 14) Research on “gig” workers has found that there are many reasons people say they prefer the contingent work of the gig economy, such as
- a. **Flexibility and independence**
 - b. Higher pay and benefits
 - c. Steady work availability
 - d. Increased respect for job
- 15) One study of full-time employees found there are some negative effects on full-time employees when a company makes use of temporary workers, such as
- a. Relations between full-time workers and management deteriorate.
 - b. Loyalty of full-time workers toward the organization tends to decrease.
 - c. Management often holds full-time workers accountable for the work of temporary workers.
 - d. **A and C are correct.**
 - e. All of the above.
- 16) Why do some organizations make use of contingent (or temporary) workers?
- a. **Cost savings in terms of pay, benefits, and taxes.**
 - b. Higher performance of all employees
 - c. Increased loyalty from employees
 - d. Reduced stress among employees
- 17) Workers today prefer to work in places where they are empowered and can develop involvement in the job and organization. Because of that, it’s important that workers know that one of the most important characteristics they should have or develop is
- a. leadership
 - b. teamwork
 - c. **flexibility**
 - d. job knowledge
- 18) The American Association of Colleges and Universities has started to regularly survey graduating seniors and hiring managers about employable skills possessed by college graduates. The 2018 survey found that
- a. nearly all hiring managers perceived college graduates came prepared with high levels of employable skills
 - b. **there was a gap in perceptions between hiring managers and college graduates: college graduates’ perceptions of their preparedness were much higher.**
 - c. college graduates and hiring managers agreed on the preparedness of college graduates.
 - d. college graduates perceived themselves as lacking preparedness in employable skills.
- 19) About half of the workforce in the U.S. is made up of
- a. people who are white.

- b. people who are Black, Indigenous, or other people of color.
 - c. women.**
 - d. Baby Boomers.
- 20) Some researchers in I-O psychology and other fields argue that there are significant differences in employees based on their membership in specific generations, such as Millennial or Generation Z (I-Gen). For example, some researchers suggest that Millennials have different attitudes and expectations about work than do members of Generation X. What do other researchers suggest may explain these differences?
- a. Differences in attitudes based on age are based on life-stage, not generational membership.
 - b. Differences in things like attitudes are not necessarily a reason to treat people of different ages differently.
 - c. There are as many differences between members of the same generation as there are differences between generations.
 - d. None of the above are true.
 - e. A, B, and C are true.**
- 21) The minimum degree requirement for an I-O psychologist is _____.
- a. an associate's degree
 - b. a bachelor's degree
 - c. a master's degree**
 - d. a Ph.D.
- 22) In 2015, the median annual income for doctoral level I-O psychologists was _____.
- a. \$68,778
 - b. \$75,500
 - c. \$99,919
 - d. \$118,818**
- 23) In 2015, the median annual income for master's level I-O psychologists was _____.
- a. \$59,780
 - b. \$65,990
 - c. \$84,500**
 - d. \$98,820
- 24) Which of the following is not a difficulty faced by I-O psychology?
- a. fraudulent practitioners
 - b. credentials and certification
 - c. communication with management
 - d. resistance to new ideas
 - e. all are difficulties faced by I-O psychology**

25) Many human resource managers do not read the published literature in I-O psychology. Why?

- a. too technical
- b. too difficult to understand
- c. impractical and irrelevant
- d. **all of the above**

26) The conflict between research and application, or science and practice, in I-O psychology arises because _____.

- a. organizations often need immediate answers
- b. production schedules cannot wait
- c. managers face time constraints
- d. **all of the above**

Questions based on Newsbreaks

1) I-O psychologists, like Dr. Adam Grant, suggest that not everyone needs to seek out a job that feels like a calling, but can instead do what?

- a. Think of work as simply a means to support one's lifestyle
- b. Think of the ways work benefits themselves
- c. **Think of the ways work contributes to others' well-being**
- d. Seek a new job that's a better fit.

2) Chris is interested in working as a freelancer, rather than as a typical employee in an organization with a regular 8-hour workday. Right now he's trying to figure out what to specialize in at school and is looking at possible future jobs that will allow him to earn good money. What type of jobs would you suggest he could do that meet those needs and why?

The best answer to this question will acknowledge that the Newsbreak on making money in the gig economy suggested that technology-related jobs, such as building robots or managing bitcoin, are well-paying and in-demand. Therefore, Chris should figure out whether they are interested in those types of gigs, and what it would take to get that type of gig. That will allow Chris to choose major or courses that will provide job-relevant knowledge and skills. Chris can seek internships that will give related experiences while still a student, too.

3) O*NET is a database that contains information about nearly 1000 jobs, including the things that are done on the job and the skills needed to do the job. Why might college students use O*NET?

- a. It lists places that are currently hiring.
- b. **It forecasts jobs that have a Bright Outlook for number of job openings.**
- c. It predicts jobs that will be created in the next 5 years.
- d. It tells them where to go to graduate school.