Sweave Example: Multiple Choice Questions (MCQ)

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Abstract

This PDF is an example of using Sweave to format a set of multiple choice questions. Copies and explanation of the source code used to generate the test can be found found at `http://jeromyanglim.blogspot.com/`.

1. Which of the following is NOT one of the Four P's of marketing?

    A. product

    B. place

    C. position

    D. price

2. According to Schein's levels of organisational culture, the style and graphic design of a company's website reflects which level of organisational culture?

    A. Espoused values

    B. Artefacts

    C. Basic assumptions

    D. Corporate image

3. In the context of employee selection, an elaborate assessment procedure would be most appropriate when

    A. test validity is high and the selection ratio is high

    B. test validity is high and the selection ratio is low

    C. test validity is low and the selection ratio is high

    D. test validity is low and the selection ratio is low

4. A set of 100 applicants completed an intelligence test. They were all hired and job performance was subsequently measured, this is an example of what kind of validation study?

      A. generalisation

      B. concurrent

      C. incremental

      D. predictive

5. Models of selection decisions using terms like 'false positives' and 'false negatives' assume that

      A. prediction is often perfect

      B. prediction is relative

      C. job performance is continuous

      D. job performance can be classified as either successful or not successful

6. In Chapter 1 of Bridger 2003 on ergonomics, what does the 'M' in 'FMJ versus FJM' stand for?

      A. mediate

      B. motor

      C. machine

      D. man

7. Which of the following is LEAST TRUE of the Big 5?

      A. It captures the meaningful variation in personality

      B. it is useful for compiling meta analyses

      C. it is useful for understanding other personality measures

      D. It is typically measured using self-report

8. The study of statistical measurement properties of ability tests fits most closely into:

    A. differential psychology

    B. experimental psychology

    C. psychometrics

    D. trait psychology

9. An interview involving hypothetical scenarios is what kind of interview?

    A. unstructured

    B. behavioural

    C. situational

    D. individualised

10. A meta analysis was conducted looking at the correlation between job satisfaction and job performance. For any given study the reliability corrected correlations are what relative to uncorrected correlations?

    A. larger

    B. larger in absolute value

    C. smaller

    D. smaller in absolute value

11. Which of the following was the most important contribution of Harter, Schmidt, and Hayes' (2002) meta analysis?

    A. distinguishing employee satisfaction from employee engagement

    B. ecological validity

    C. estimating business-unit level relationships

    D. having a large sample size

12. According to Blanchard's model, an immature follower generally requires what combination of leadership behaviour?

        A. high task and high relationship

        B. high task and low relationship

        C. low task and high relationship

        D. low task and low relationship

13. Imagine that a study was conducted in the lab that showed that when strangers were put into a group, tall participants tend to take on leadership roles. This finding is most relevant to what?

        A. leadership emergence

        B. leadership effectiveness

        C. need for leadership

        D. contingency approaches

14. An internet savings account provider is trying to determine the optimal product mix. The core variables it will manipulate are: interest rate (market rate, above market rate, well above market rate); security features (standard features or additional features); availability of hard copy monthly statements (yes or no); and amount paid to people to join ($0, $5, $20, $50). What would be the best research approach to assess the optimal combination of features?

        A. Depth Interview

        B. Survey

        C. Focus group

        D. Choice modelling

15. A survey was designed such that each member of the target population had a one in ten chance of being asked to participate. This represents what?

        A. probability census

        B. probability sample

        C. non-probability census

        D. non-probability sample

16. Which motivation theory is closely linked to dissonance theory

    A. Maslows Hierarchy

    B. Reinforcement Theory

    C. Goal Theory

    D. Equity Theory

17. Action theory is particularly concerned with what?

    A. needs

    B. equity

    C. intentions

    D. satisfaction

18. Which of the following researchers is most associated with the concept of self-efficacy?

    A. Festinger

    B. Bandura

    C. Skinner

    D. Vroom

19. According to Ivancevich what is the relationship between conflict and performance?

    A. positive and linear

    B. negative and linear

    C. u-shaped

    D. inverted u-shaped

20. Which of the following is LEAST representative of the systems perspective of organisations?

    A. Organisations transform inputs to outputs

    B. Organisations have different meaning for different stakeholders

    C. Organisations influence the environment

    D. Organisations operate at multiple levels of analysis

21. If you were trying to represent the organisational chart, which lens would be most relevant?

  A. Cultural

  B. Critical

  C. Social

  D. Strategic design

22. When employees are self-motivated and competent, which of McGregor's theories would seem most relevant

  A. W

  B. X

  C. Y

  D. Z

23. What was at the top of Mintzber's Organisational Parts as presented in Landy and Conte?

  A. ideology

  B. strategic apex

  C. technostructure

  D. senior management

24. Which of the following statements is LEAST TRUE regarding the difference between task and contextual performance?

  A. When someone changes job their task performance is likely to change less than their contextual performance

  B. Intelligence is more important for predicting task performance

  C. Personality is more important for predicting contextual performance

  D. Task performance is generally more explicitly set out as part of the job description than contextual performance

25. Which of the following IS NOT part of Rodgers and Hunter's summary of the component processes of the Management by Objectives approach?

      A. Participation

      B. Training

      C. Goal setting

      D. Objective feedback

26. Which of the following approaches provides the best understanding of a specific job?

      A. Campbell's 8 Factors of Performance

      B. job analysis

      C. Borman's Three Category Taxonomy

      D. Borman and Brush' 18 Factors

27. Cleveland et al (1989) surveyed HR professionals about purposes of performance evaluation. They grouped the set of purposes into four categories based on?

      A. level of endorsement

      B. correlations between purposes

      C. content analysis

      D. thematic analysis

28. Rodgers and Hunter (1991) review of management by objectives studies suggested that a critical factor for the success of such a program was what?

      A. subordinate involvement

      B. quantifying the gain

      C. implementing best-practice

      D. support by senior management

29. Using Cohen's rules of thumb a correlation of 0.32 is?

      A. small

      B. medium

      C. large

      D. very large

30. In psychology, Generalisability Theory pertains to:

    A. reliability

    B. validity

    C. generalising research to applied settings

    D. generalising findings across studies

31. Simon and Chase have suggested that in order to achieve eminent performance in many fields of expertise, such as chess you need a minimum of how many years of focused practice?

    A. 8

    B. 9

    C. 10

    D. 12

32. A learning curve model predicted task completion times similar to the times that were empirically observed. The previous sentence describes what desirable property of a learning function?

    A. parsimony

    B. statistical fit

    C. theoretically meaningful parameters

    D. Power Law of Practice

33. What form of shift work does Landy and Conte (citing Parkes, 1999) suggest is the most stressful?

    A. fixed night shift

    B. fixed evening shift

    C. rotating day to night to evening

    D. rotating evening to night to day

34. In the context of stress management, for what does the 'A' in EAP stand?

    A. Adaptation

    B. Activity

    C. Awareness

    D. Assistance

35. Five people pull a rope and performance is total pulling strength. This is an example of what kind of task?

    A. combinatorial

    B. disjunctive

    C. conjunctive

    D. additive

36. Gersick's Punctuated Equilibrium model is based on empirical research published in 1988 using

    A. a small number of project teams

    B. a large number of project teams

    C. a small number of production teams

    D. a large number of production teams

37. Until future research was done, what was a major alternative interpretation of Ringelmann's rope pulling studies?

    A. coordination difficulties

    B. small sample size

    C. additive nature of rope pulling

    D. low motivation in group tasks

38. In organisational psychology, the Input–Process–Output model of teams is

    A. influential and rarely criticised

    B. influential and criticised

    C. rarely discussed and rarely criticised

    D. rarely discussed and criticised

39. The theory of transfer that states that the degree of transfer depends on the number of similarities between the learning environment and the performance environment is called:

    A. Theory of Paired Components

    B. Theory of Transfer Similarity

    C. Theory of Identical Components

    D. Theory of Identical Elements

40. Social Learning Theory is what kind of theory

    A. behavioural theory

    B. cognitive theory

    C. psychometric theory

    D. critical theory

Answers

1=C; 2=B; 3=B; 4=D; 5=D; 6=D; 7=A; 8=C; 9=C; 10=B; 11=C; 12=B; 13=A; 14=D; 15=B; 16=D; 17=C; 18=B; 19=D; 20=B; 21=D; 22=C; 23=A; 24=A; 25=B; 26=B; 27=B; 28=D; 29=B; 30=A; 31=C; 32=B; 33=C; 34=D; 35=D; 36=A; 37=A; 38=B; 39=D; 40=B