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**Marks** 39.00/40.00

**Grade** 97.50 out of 100.00

## Question 1

Correct

Mark 1.00 out of 1.00

A key characteristic of transformational leadership is:?

- a. Relying solely on rewards and punishments
- b. Focusing on employee well-being over profits
- c. Inspiring employees to achieve beyond expectations ✓
- d. Avoiding employee involvement in decision-making

## Question 2

Incorrect

Mark 0.00 out of 1.00

Organizations in high gender-egalitarian countries encourage tolerance for diversity of ideas and roles regardless of gender.

- a. True ✗
- b. False

## Question 3

Correct

Mark 1.00 out of 1.00

Personal goals based on SMART criteria are more likely to be achieved than those that are vague.

- a. True ✓
- b. False

## Question 4

Correct

Mark 1.00 out of 1.00

A company has recently implemented an open-door policy where employees can freely communicate with leadership. This reflects which characteristic of a healthy organizational culture?

- a. Transparency ✓
- b. Isolation
- c. Micromanagement
- d. Unconscious Bias

## Question 5

Correct

Mark 1.00 out of 1.00

All of these are the basic facets of a Strategy Diamond, except:

- a. Entrepreneurship ✓
- b. Staging
- c. Vehicles
- d. Arenas

## Question 6

Correct

Mark 1.00 out of 1.00

Which of these should an organization's strategy include?

- a. Capture how vision and mission will be achieved ✓
- b. Communicate to stakeholders the hierarchical corporate structure
- c. Establish systems and processes to implement goals and objectives
- d. Set specific operating procedures to be followed by front line managers

## Question 7

Correct

Mark 1.00 out of 1.00

The tendency to underestimate our performance and capabilities, and see events in a way that puts ourselves in a negative light is referred to as:

- a. Self-effacement bias ✓
- b. Self-consensus bias
- c. Self-enhancement bias
- d. Self-actualization bias

## Question 8

Correct

Mark 1.00 out of 1.00

Which of these best represents a company's values as an artifact of its culture?

- a. Code of conduct ✓
- b. Yearly profits
- c. Hiring quotas
- d. Stock prices

## Question 9

Correct

Mark 1.00 out of 1.00

According to Fayol, what does orderliness focus on?

- a. The environment, materials, and policies ✓
- b. The environment and materials
- c. The environment and policies
- d. The materials and policies

## Question 10

Correct

Mark 1.00 out of 1.00

The Big Five personality trait that is referred as a 'negative affect' is:

- a. Neuroticism ✓
- b. Openness
- c. Agreeableness
- d. Conscientiousness

## Question 11

Correct

Mark 1.00 out of 1.00

The act of influencing others towards a goal is most commonly known as:

- a. Leadership ✓
- b. Dictatorship
- c. Management
- d. Entrepreneurship

**Question 12**

Correct

Mark 1.00 out of 1.00

Effective feedback should be:

- a. Vague to avoid offense
- b. Timely and behavior-specific ✓
- c. Reserved for annual reviews
- d. Focused solely on weaknesses

**Question 13**

Correct

Mark 1.00 out of 1.00

It is appropriate for personal mission and vision statements to include all of these, except:

- a. Details of the career you will like to take ✓
- b. Details of what you will like to contribute
- c. Details of what you will like to accomplish
- d. Details of the qualities you will like to develop

**Question 14**

Correct

Mark 1.00 out of 1.00

Nonverbal communication includes body language, facial expressions, and eye contact.

- a. True ✓
- b. False

**Question 15**

Correct

Mark 1.00 out of 1.00

Leaders have subordinates; Managers have followers.

- a. True
- b. False ✓

**Question 16**

Correct

Mark 1.00 out of 1.00

Organizational control is enhanced when goals are ambiguous.

- a. True
- b. False ✓

**Question 17**

Correct

Mark 1.00 out of 1.00

A company introduces a remote work policy, but employees struggle with collaborations. What should the management do next?

- a. Implement digital tools and training programs ✓
- b. Cancel the remote work policy immediately
- c. Reduce employee benefits to force adaptation
- d. Apply a remote work policy to the leaders only

**Question 18**

Correct

Mark 1.00 out of 1.00

Which of the following best explains the relationship between individual and group performances?

- a. Group performance is simply the sum of individual efforts
- b. Synergy from collaborative efforts often leads to superior outcomes ✓
- c. Individual performance is irrelevant in a team setting
- d. Competition among individuals always boosts group outcomes

**Question 19**

Correct

Mark 1.00 out of 1.00

A company's core values are only reflected in its financial performance, not in its daily operations.

- a. True
- b. False ✓

**Question 20**

Correct

Mark 1.00 out of 1.00

Which POLC function focuses on strategy formulation as an essential component?

- a. Planning ✓
- b. Organizing
- c. Leading
- d. Controlling

**Question 21**

Correct

Mark 1.00 out of 1.00

The use of a Balanced Scorecard can help integrate different performance perspectives in an organization.

- a. True ✓
- b. False

**Question 22**

Correct

Mark 1.00 out of 1.00

Interpersonal conflicts and lack of commitment are examples of barriers to effective teamwork.

- a. True ✓
- b. False

**Question 23**

Correct

Mark 1.00 out of 1.00

What is a key reason for employees to resist organizational change?

- a. Fear of failure ✓
- b. Decrease in salaries
- c. Better job opportunities
- d. Effect of technology

**Question 24**

Correct

Mark 1.00 out of 1.00

Which of the following describes an organization with a strong and cohesive culture?

- a. Employees align with company values ✓
- b. Decisions are made with competitors' inputs
- c. High pay positions
- d. Leadership avoids addressing conflicts

**Question 25**

Correct

Mark 1.00 out of 1.00

Regular and constructive feedback can help employees align their work with team and organizational objectives.

- a. True ✓
- b. False

**Question 26**

Correct

Mark 1.00 out of 1.00

Vague goals can lead to unclear performance metrics and reduced organizational control.

- a. True ✓
- b. False

**Question 27**

Correct

Mark 1.00 out of 1.00

A SMART goal should include components that make it realistic and attainable.

- a. True ✓
- b. False

## Question 28

Correct

Mark 1.00 out of 1.00

Which of the following is an example of a communication barrier caused by selective perception?

- a. An employee misinterprets a neutral email as negative due to their frustration. ✓
- b. A manager shares too much information in a single meeting, causing confusion.
- c. An employee uses technical jargon that others do not understand.
- d. A team fails to meet deadlines due to poor project planning.

## Question 29

Correct

Mark 1.00 out of 1.00

An organization that empowers its employees by putting information into everyone's hands is known today as:

- a. Wikified organization ✓
- b. Learning organization
- c. Information organization
- d. Communication organization

## Question 30

Correct

Mark 1.00 out of 1.00

A mission statement that is widely communicated and practiced can provide insight into a company's culture.

- a. True ✓
- b. False

## Question 31

Correct

Mark 1.00 out of 1.00

A retail company finds that its rigid chain of command slows down problem-solving, and its employees will need more autonomy to respond to customer needs. Which organizational structure will help to improve the company's responsiveness?

- a. Learning organizational structure ✓
- b. Bureaucratic organizational structure
- c. Mechanistic organizational structure
- d. Tall organizational structure

**Question 32**

Correct

Mark 1.00 out of 1.00

The main advantage of written communication in an organization is:

- a. It allows for immediate feedback
- b. It eliminates misunderstandings completely
- c. It is always faster than verbal communication
- d. It provides a formal record of information ✓

**Question 33**

Correct

Mark 1.00 out of 1.00

Individuals in highly assertive cultures emphasize loyalty and solidarity.

- a. True
- b. False ✓

**Question 34**

Correct

Mark 1.00 out of 1.00

Digital communication, such as emails and instant messaging, has no disadvantages in an organization.

- a. True
- b. False ✓

**Question 35**

Correct

Mark 1.00 out of 1.00

What is the primary advantage of a boundaryless organization?

- a. Increased flexibility and innovation ✓
- b. Highly rigid hierarchy
- c. Clear reporting relationships
- d. Reduced employee involvement

**Question 36**

Correct

Mark 1.00 out of 1.00

Teams do not benefit when they share a common vision and clear objectives.

- a. True
- b. False ✓

**Question 37**

Correct

Mark 1.00 out of 1.00

Which force of competition includes the functions of Intensity of industry competition and the industry's profit potential?

- a. Threats posed by new entrants ✓
- b. Global economic conditions
- c. Power of stockholders
- d. Power of employees

**Question 38**

Correct

Mark 1.00 out of 1.00

Employee turnovers are always bad for the organization.

- a. True
- b. False ✓

**Question 39**

Correct

Mark 1.00 out of 1.00

Organizations where members work remotely by relying on computer and telecommunication technologies instead of physical presence for communication are commonly called:

- a. Virtual organizations ✓
- b. Online organizations
- c. Internet organizations
- d. Remote organizations

**Question 40**

Correct

Mark 1.00 out of 1.00

A company is implementing a major restructuring initiative but faces strong employee resistance. What should the leadership do to increase buy-in?

- a. Provide emotional and instrumental support ✓
- b. Bribe the employee unions to ensure compliance
- c. Reduce salaries of the employees who resist
- d. Announce the change with a strict deadline