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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