



Practice Test #13

FOR THE TOEFL®
READING SECTION



Practice Test #13
For the TOEFL®
Reading Section



The TOEFL Reading Section: *Directions*

This section measures your ability to understand academic passages in English.

There are three passages in this section. You have 54 minutes to complete the entire section. You may read the passages and answer the questions in any order you choose, but plan to spend about 18 minutes on each passage and the accompanying questions.

Most questions are worth one point, but the last question for each passage is worth more than one point. The directions for the last question indicate how many points you may receive.

At the end of this practice test, you will find an answer key, information to help determine your score, and explanations of the answers.

Turn the page to begin the reading section.



Transcendentalism

Beginning in the 1820s, a new intellectual movement known as transcendentalism began to grow in the Northeast. In this context, to transcend means to go beyond the ordinary sensory world to grasp personal insights and gain an appreciation of a deeper reality, and transcendentalists believed that all people could attain an understanding of the world that goes past rational, sensory experience. Transcendentalists were critical of mainstream American culture. They reacted against the age they lived in where people were encouraged to act the same as others and argued for greater individualism against conformity. European romanticism, a movement in literature and art that stressed emotion over cold, calculating reason, also influenced transcendentalists in the United States, especially the transcendentalists' celebration of the uniqueness of individual feelings.

Ralph Waldo Emerson emerged as the leading figure of this movement. Born in Boston in 1803, Emerson came from a religious family. His father served as a minister, and after graduating from Harvard Divinity School in the 1820s, Emerson followed in his father's footsteps. However, after his wife died in 1831, he left the clergy. On a trip to Europe in 1832, he met leading figures of romanticism who rejected the cold, strict rationalism of popular 18th century Enlightenment thought, emphasizing emotion instead.

When Emerson returned home the following year, he began giving lectures on his romanticism-influenced ideas. In 1836, he published "Nature," an essay arguing that humans can find their true spirituality in nature, not in the everyday bustling working world of cities and industrial factories. In 1841, Emerson published his essay "Self-Reliance," which urged readers to think for themselves and reject the mass conformity he believed had taken root in American life. Emerson expressed concern that a powerful majority could overpower the will of individuals.

Emerson's ideas struck a chord with a class of literate adults who also were dissatisfied with mainstream American life and searching for greater spiritual meaning. Many writers were drawn to transcendentalism, and they started to express its ideas through new stories, poems, essays, and articles. The ideas of transcendentalism were able to permeate American thought and culture through magazines, journals, and newspapers that were widely read.

Among those attracted to Emerson's ideas was his friend, Henry David Thoreau, whom he encouraged to write about his own ideas. Thoreau placed a special emphasis on the role of nature as a gateway to the transcendentalist goal of greater individualism. In 1848, Thoreau gave a lecture in which he argued that individuals must stand up to governmental injustice, a topic he chose because of his disgust over the Mexican-American War and slavery. In 1849, he published his lecture, "Civil Disobedience," and urged readers to refuse to support a government that was immoral.

Margaret Fuller also came to prominence as a leading transcendentalist and advocate for women's equality. Fuller was a friend of Emerson and Thoreau, and other intellectuals of her day. Because she was a woman, she could not attend Harvard, as it was a male-only institution for undergraduate students until 1973. However, she was later granted the use of the library there because of her towering intellect. In



1840, she became the editor of *The Dial*, a transcendentalist journal, and she later found employment as a book reviewer for the *New York Tribune* newspaper. Tragically, in 1850, she died at the age of forty in a shipwreck off Fire Island, New York.

Some critics took issue with transcendentalism's emphasis on individualism by pointing out the destructive consequences of compulsive human behavior. Herman Melville's novel, *Moby Dick*, emphasized the problems with individual obsession by telling the tale of Captain Ahab's single-minded quest to kill a white whale, *Moby Dick*, which had destroyed Ahab's original ship and caused him to lose one of his legs. Edgar Allan Poe, a popular author, critic, and poet, decried "the so-called poetry of the so-called transcendentalists." These American writers who questioned transcendentalism illustrate the underlying tension between individualism and conformity in American life.

Source: Corbett, S.P., Janssen, V., Lund, J.M., Pfannestiel, T., Waskiewicz, S., & Vickery, P. (2014).

Reading Paragraph 1

Beginning in the 1820s, a new intellectual movement known as transcendentalism began to grow in the Northeast. In this context, to transcend means to go beyond the ordinary sensory world to grasp personal insights and gain an appreciation of a deeper reality, and transcendentalists believed that all people could attain an understanding of the world that goes past rational, sensory experience. Transcendentalists were critical of mainstream American culture. They reacted against the age they lived in where people were encouraged to act the same as others and argued for greater individualism against conformity. European romanticism, a movement in literature and art that stressed emotion over cold, calculating reason, also influenced transcendentalists in the United States, especially the transcendentalists' celebration of the uniqueness of individual feelings.

1. According to paragraph 1, what did transcendentalists do?

- a. They overreacted towards those who acted the same as everyone else
- b. They protested the government for greater nonconformity
- c. They celebrated individualism and nonconformity
- d. They wrote articles in favor of a more rational culture



Reading Paragraph 2

Ralph Waldo Emerson emerged as the leading figure of this movement. Born in Boston in 1803, Emerson came from a religious family. His father served as a minister, and after graduating from Harvard Divinity School in the 1820s, Emerson followed in his father's footsteps. However, after his wife died in 1831, he left the clergy. On a trip to Europe in 1832, he met leading figures of romanticism who rejected the cold, strict rationalism of popular 18th century Enlightenment thought, emphasizing emotion instead.

2. Which of the following is NOT true about Ralph Waldo Emerson?

- a. He was one of the leaders of the transcendentalism movement
- b. Like his father, he served as a minister
- c. He went to Europe after his wife had passed away
- d. He met critics of romanticism while visiting Europe

Reading Paragraph 3

When Emerson returned home the following year, he began giving lectures on his romanticism-influenced ideas. In 1836, he published "Nature," an essay arguing that humans can find their true spirituality in nature, not in the everyday bustling working world of cities and industrial factories. In 1841, Emerson published his essay, "Self-Reliance," which urged readers to think for themselves and reject the mass conformity he believed had taken root in American life. Emerson expressed concern that a powerful majority could overpower the will of individuals.

3. Why does the author say "his romanticism-influenced ideas"?

- a. To show that his ideas were romantic in nature
- b. To explain why he published his essays "Nature" and "Self-Reliance"
- c. To show that his beliefs were inspired by the romanticists he met
- d. To prove that his ideas came from other sources

4. The phrase taken root in paragraph 3 is closest in meaning to

- a. Become abandoned
- b. Been established
- c. Been examined
- d. Been discovered



Reading Paragraph 5

Among those attracted to Emerson's ideas was his friend, Henry David Thoreau, whom he encouraged to write about his own ideas. Thoreau placed a special emphasis on the role of nature as a gateway to the transcendentalist goal of greater individualism. In 1848, Thoreau gave a lecture in which he argued that individuals must stand up to governmental injustice, a topic he chose because of his disgust over the Mexican-American War and slavery. In 1849, he published his lecture, "Civil Disobedience," and urged readers to refuse to support a government that was immoral.

5. Which of the following is true, according to paragraph five?

- a. Henry David Thoreau believed that nature could help people achieve more individualism
- b. Henry David Thoreau was Emerson's closest friend and had similar ideas
- c. Emerson suggested that Henry David Thoreau should start giving lectures
- d. Thoreau organized groups that protested the injustices of governments

Reading Paragraph 6

Margaret Fuller also came to prominence as a leading transcendentalist and advocate for women's equality. Fuller was a friend of Emerson and Thoreau, and other intellectuals of her day. Because she was a woman, she could not attend Harvard, as it was a male-only institution for undergraduate students until 1973. However, she was later granted the use of the library there because of her towering intellect. In 1840, she became the editor of *The Dial*, a transcendentalist journal, and she later found employment as a book reviewer for the *New York Tribune* newspaper. Tragically, in 1850, she died at the age of forty in a shipwreck off Fire Island, New York.

6. All of the following are true EXCEPT

- a. Margaret Fuller did research in the library at Harvard
- b. Harvard University remained an all-male school until the 20th-century
- c. Margaret Fuller was a transcendentalist and supported the equality of women
- d. Margaret Fuller met Emerson and Thoreau while studying at Harvard



Reading Paragraph 6

Margaret Fuller also came to prominence as a leading transcendentalist and advocate for women's equality. Fuller was a friend of Emerson and Thoreau, and other intellectuals of her day. Because she was a woman, she could not attend Harvard, as it was a male-only institution for undergraduate students until 1973. However, she was later granted the use of the library there because of her towering intellect. In 1840, she became the editor of *The Dial*, a transcendentalist journal, and she later found employment as a book reviewer for the *New York Tribune* newspaper. Tragically, in 1850, she died at the age of forty in a shipwreck off Fire Island, New York.

7. What can be inferred about Margaret Fuller from the information in paragraph six?

- a. She was the most famous transcendentalist of her time
- b. She attended Harvard University even though women were not allowed at that time
- c. She held positions that most women did not in her time
- d. She only reviewed books that were of interest to her while at the *New York Tribune*

Reading Paragraph 7

Some critics took issue with transcendentalism's emphasis on individualism by pointing out the destructive consequences of compulsive human behavior. Herman Melville's novel, *Moby Dick*, emphasized the problems with individual obsession by telling the tale of Captain Ahab's single-minded quest to kill a white whale, *Moby Dick*, which had destroyed Ahab's original ship and caused him to lose one of his legs. Edgar Allan Poe, a popular author, critic, and poet, decried "the so-called poetry of the so-called transcendentalists". These American writers who questioned transcendentalism illustrate the underlying tension between individualism and conformity in American life.

8. Which of the following best expresses the essential information in the highlighted sentence in paragraph 7? Incorrect choices change the meaning in important ways or leave out essential information.

- a. Herman Melville wrote a novel called *Moby Dick* and the main character is Captain Ahab
- b. The story of Captain Ahab's quest to kill a white whale is titled *Moby Dick*
- c. After learning about transcendentalism, Herman Melville decided to write a book criticizing it
- d. Herman Melville's book, *Moby Dick*, was inspired by the issues surrounding the obsession with individualism



9. Look at the four squares (A, B, C, D) that indicate where the following sentence could be added to the passage.

However, as with all major movements, transcendentalists faced criticism for their beliefs.

Where would the sentence best fit?

A Some critics took issue with transcendentalism's emphasis on individualism by pointing out the destructive consequences of compulsive human behavior. B Herman Melville's novel, *Moby Dick*, emphasized the problems with individual obsession by telling the tale of Captain Ahab's single-minded quest to kill a white whale, *Moby Dick*, which had destroyed Ahab's original ship and caused him to lose one of his legs. C Edgar Allan Poe, a popular author, critic, and poet, decried "the so-called poetry of the so-called transcendentalists". D These American writers who questioned transcendentalism illustrate the underlying tension between individualism and conformity in American life.

10. DIRECTIONS: An introductory sentence for a brief summary of the passage is provided below. Complete the summary by selecting the THREE answer choices that express the most important ideas in the passage. Some sentences do not belong in the summary because they express ideas that are not presented in the passage or are minor ideas in the passage. This question is worth 2 points.

Transcendentalism was an intellectual movement in which prominent thinkers sought greater levels of individualism and spirituality.

-

- a. Ralph Waldo Emerson encouraged members of society to be more individualistic
- b. Herman Melville's book, *Moby Dick*, subtly criticizes the transcendentalist beliefs
- c. Emerson was friends with other transcendentalists like Henry David Thoreau and Margaret Fuller
- d. Margaret Fuller could not attend Harvard because she was a woman
- e. Some transcendentalist subscribers warned of the problems with mass conformity
- f. American transcendentalist ideas were influenced by European romanticism



Hydroculture

The world is in the middle of a food crisis. Opinions differ as to its severity, but most accept that the crisis is real and potentially poses a major threat to the health and food supply of a large proportion of the global population. The roots of the crisis are diverse, but among them are two primary factors. The first of these is changing weather patterns and extreme weather events. Simply put, a number of previously productive agricultural regions are no longer as fertile as they once were because of the weather. And second, many farmers have found that they can get a better return growing biofuels than raising crops. As a result, large areas of valuable cropland are no longer being used for this end. Conventional agriculture is ill-suited to solve the food crisis, but hydroculture might be a potential solution.

As its name suggests, hydroculture typically involves growing plants in nutrient-rich water rather than in soil. Hydroponics is the most widely-known method of hydroculture. Some believe it has significant potential to reduce the impact of the food crisis by allowing farmers to produce large quantities of food in a sustainable and cost-effective way. In a typical hydroponic system, crops are grown indoors in controlled environments. The plants grow in containers that are filled with water and nutrients that they need to thrive. These nutrients vary depending on the crop being grown but typically include nitrogen, potassium, phosphorus, calcium, iron, zinc, and copper, among other trace elements. A light source provides the energy the sun would usually deliver.

In so-called static systems, the nutrient solution is changed or replaced either according to a schedule or when the plants require it. In continuous-flow systems, the nutrient solution flows constantly past the roots of the plants. Although it may seem like a technologically sophisticated form of agriculture, scientists have been experimenting with hydroculture since at least 1627. Early experiments showed that plants grow best when raised in water that is rich in various nutrients rather than in distilled water. By the early decades of the twentieth century, the concept of hydroponics was becoming more widely known and some commercial applications of the technology were even in place. These days, even NASA, the US government agency in charge of space missions, is researching hydroponics.

Hydroponics offers a number of benefits over conventional agriculture. It happens indoors, so it does not require large areas of land. In fact, hydroponic farms can be located in industrial warehouses in or near large cities. This gives them another advantage over traditional farms since they can be located much closer to the markets for their produce, reducing distribution and transportation costs for hydroponic farmers. The indoor location allows farmers to create controlled environments. Not only does this mean that crops are not affected by weather, it means that farmers can grow crops in regions where they would not normally thrive. For example, tropical vegetables can be grown in Canada. But hydroponic farms are not without their drawbacks. For one thing, some important food crops do not grow well hydroponically. Most herbs and vegetables thrive, but important sources of nutrition like carrots, potatoes, and corn are either not suitable or hard to grow. And so much space would be required to raise staple crops like rice and wheat cost-effectively that their hydroponic cultivation is not practical. Furthermore, most foods that grow well hydroponically are relatively low in protein, a vital nutrient for human health.



A variation on hydroponics that solves some of these issues is aquaponics. A basic aquaponics system is a hydroponics farm with a second layer. On top are plants growing hydroponically in nutrient-rich water. Below that is a tank of fish being raised as part of a fish farm. In traditional aquaculture, farmers must spend time and money cleaning the water in which the fish live; if they do not, the health of the fish will suffer as waste from the fish concentrates in the water. The clever part of aquaponics is that instead of having to filter and discard the fish waste, farmers can use it as the source of nutrients for the plants. By closing the system in this way, aquaponic farms can produce the same kinds of herbs, fruits, and vegetables as hydroponic farms, as well as high-quality protein from farm-raised fish.

Reading Paragraph 1

The world is in the middle of a food crisis. Opinions differ as to its severity, but most accept that the crisis is real and potentially poses a major threat to the health and food supply of a large proportion of the global population. The roots of the crisis are diverse, but among them are two primary factors. The first of these is changing weather patterns and extreme weather events. Simply put, a number of previously productive agricultural regions are no longer as fertile as they once were because of the weather. And second, many farmers have found that they can get a better return growing biofuels than raising crops. As a result, large areas of valuable cropland are no longer being used for this end. Conventional agriculture is ill-suited to solve the food crisis, but hydroculture might be a potential solution.

1. The word **severity** in paragraph 1 most likely means

- a. Conversion
- b. Deployment
- c. Opportunity
- d. Seriousness

2. What does the author say about the food crisis in paragraph 1?

- a. It could be solved by limiting the global production and use of biofuels
- b. Its causes are related to a reduction in farms growing crops
- c. Its main effect is that major agricultural regions have become less fertile
- d. It has already had a major impact on the health of the world's population



Reading Paragraph 1

The world is in the middle of a food crisis. Opinions differ as to its severity, but most accept that the crisis is real and potentially poses a major threat to the health and food supply of a large proportion of the global population. The roots of the crisis are diverse, but among them are two primary factors. The first of these is changing weather patterns and extreme weather events. Simply put, a number of previously productive agricultural regions are no longer as fertile as they once were because of the weather. And second, many farmers have found that they can get a better return growing biofuels than raising crops. As a result, large areas of valuable cropland are no longer being used for this end. Conventional agriculture is ill-suited to solve the food crisis, but hydroculture might be a potential solution.

3. The phrase **this end** in paragraph 1 refers to

- a. Large areas
- b. Raising crops
- c. Growing biofuels
- d. Many farmers

Reading Paragraph 2

As its name suggests, hydroculture typically involves growing plants in nutrient-rich water rather than in soil. Hydroponics is the most widely-known method of hydroculture. Some believe it has significant potential to reduce the impact of the food crisis by allowing farmers to produce large quantities of food in a sustainable and cost-effective way. In a typical hydroponic system, crops are grown indoors in controlled environments. The plants grow in containers filled with water and the nutrients that they need to thrive. These nutrients vary depending on the crop being grown but typically include nitrogen, potassium, phosphorus, calcium, iron, zinc, and copper, among other trace elements. A light source provides the energy the sun would usually deliver.

4. What does the author say about hydroponics in paragraph 2?

- a. The food crisis will be greater without food from hydroponic farms
- b. Food that has been grown hydroponically costs less than all other food
- c. The goal of hydroponic farms is to produce food in a sustainable way
- d. Hydroponically-grown plants need a source of water, energy, and food



Reading Paragraph 3

In so-called static systems, the nutrient solution is changed or replaced either according to a schedule or when the plants require it. In continuous-flow systems, the nutrient solution flows constantly past the roots of the plants. Although it may seem like a technologically sophisticated form of agriculture, scientists have been experimenting with hydroculture since at least 1627. Early experiments showed that plants grow best when raised in water that is rich in various nutrients rather than in distilled water. By the early decades of the twentieth century, the concept of hydroponics was becoming more widely known and some commercial applications of the technology were even in place. These days, even NASA, the US government agency in charge of space missions, is researching hydroponics.

5. It can be inferred from paragraph 3 that

- a. Distilled water has a negative impact on the growth of plants
- b. NASA is planning to use hydroponics to create farms in space
- c. The first experiments in hydroponics were mostly unsuccessful
- d. Hydroponics is a simpler form of agriculture than people believe



Reading Paragraph 4

Hydroponics offers a number of benefits over conventional agriculture. It happens indoors, so it does not require large areas of land. In fact, hydroponic farms can be located in industrial warehouses in or near large cities. This gives them another advantage over traditional farms since they can be located much closer to the markets for their produce, reducing distribution and transportation costs for hydroponic farmers. The indoor location allows farmers to create controlled environments. Not only does this mean that crops are not affected by weather, it means that farmers can grow crops in regions where they would not normally thrive. For example, tropical vegetables can be grown in Canada. But hydroponic farms are not without their drawbacks. For one thing, some important food crops do not grow well hydroponically. Most herbs and vegetables thrive, but important sources of nutrition like carrots, potatoes, and corn are either not suitable or hard to grow. And so much space would be required to raise staple crops like rice and wheat cost-effectively that their hydroponic cultivation is not practical. Furthermore, most foods that grow well hydroponically are relatively low in protein, a vital nutrient for human health.

6. Which of the following best expresses the essential information in the highlighted sentence in paragraph 4? Incorrect choices change the meaning in important ways or leave out essential information.

- a. Hydroponic farms benefit from reduced costs by being placed near large markets
- b. Farmers contemplating growing hydroponically should consider factors like distribution
- c. The main advantage of hydroponics compared to conventional farming is its location
- d. The markets for both conventional and hydroponic crops are situated close to farms

7. Why does the author mention “tropical vegetables” in paragraph 4?

- a. To imply that the popularity of food can vary
- b. To highlight the demand for one type of crop
- c. To illustrate one advantage of farming indoors
- d. To argue that healthy diets require vegetables

8. What point does the author NOT make in paragraph 4?

- a. Certain crops are harder to grow hydroponically than others
- b. Many herbs and vegetables do well when hydroponically grown
- c. It is often not cost-effective to grow staple crops hydroponically
- d. It is relatively easy to produce protein-rich crops hydroponically



9. Look at the four squares (A, B, C, D) that indicate where the following sentence could be added to the passage.

Even though it has yet to be implemented on the same scope as traditional farming methods, the potential for the aquaponics industry is enormous.

Where would the sentence best fit?

A variation on hydroponics that solves some of these issues is aquaponics. A basic aquaponic system is a hydroponics farm with a second layer. On top are plants growing hydroponically in nutrient-rich water. **A** Below that is a tank of fish being raised as part of a fish farm. In traditional aquaculture, farmers must spend time and money cleaning the water in which the fish live; if they do not, the health of the fish will suffer as waste from the fish concentrates in the water. **B** The clever part of aquaponics is that instead of having to filter and discard the fish waste, farmers can use it as the source of nutrients for the plants. **C** By closing the system in this way, aquaponic farms can produce the same kinds of herbs, fruits, and vegetables as hydroponic farms, as well as high-quality protein from farm-raised fish. **D**

10. DIRECTIONS: Select the phrases that correctly describe each farming method. Two of the phrases will NOT be used. This question is worth 3 points.

Both hydroponics and aquaponics

-
-
-

Aquaponics only

-
-

- a. Crops are grown indoors in a controlled environment
- b. The system uses waste as a valuable source of plant food
- c. Cultivating food requires a significant amount of space
- d. The crops grown do not contain much protein
- e. Crops are grown in a solution of water and nutrients
- f. Farmers cultivate both plants and protein-rich species
- g. Changing weather conditions have a negative impact on the crops



The Beginning of Organizational Psychology

Organizational psychology had its origins in the early 20th century. Sometimes referred to as industrial psychology, organizational psychology is concerned with how humans work and interact in various jobs and organizations. It was only later in the century that the field of organizational psychology developed as an experimental science. Unlike most other academic fields, business leaders immediately understood how research into worker psychology and productivity could have a positive impact on both the worker's well-being and the company's profit margins. Leading organizational psychologists of the early 1900s soon found themselves outside of the classroom and into the factories, conducting research.

From 1929 to 1932, Elton Mayo (1880–1949) and his colleagues began a series of studies at a plant near Chicago, Western Electric's Hawthorne Works. This long-term project took industrial psychology beyond just employee selection and placement to a study of more complex problems of interpersonal relations, motivation, and organizational dynamics. These studies mark the origin of organizational psychology.

Analysis of the findings by later researchers led to the term the Hawthorne effect, which describes the increase in performance of individuals who are noticed, watched, and paid attention to by researchers or supervisors. What the original researchers found was that any change in a variable, such as lighting levels, led to an improvement in productivity; this was true even when the change was negative, such as a return to poor lighting. The effect faded when the attention faded. The Hawthorne-effect concept endures today as an important experimental consideration in many fields and a factor that has to be controlled for in an experiment.

Frederick Taylor was an engineer who saw that if one could redesign the workplace there would be an increase in both output for the company and wages for the workers. In 1911, he put forward his theory in a book titled, *The Principles of Scientific Management*. His book examines management styles, personnel selection, and training, as well as the work itself, using time and motion studies.

One of the examples of Taylor's theory in action involved workers handling heavy iron ingots, which is a block of heavy steel, gold, silver, or other metal. Taylor showed that the workers could be more productive by taking work rests. This method of rest increased worker productivity from 12.5 to 47.0 tons moved per day with less reported fatigue as well as increased wages for the workers who were paid by the ton. At the same time, the company's cost was reduced from 9.2 cents to 3.9 cents per ton. Despite these increases in productivity, Taylor's theory received a great deal of criticism at the time because it was believed that it would exploit workers and reduce the number of workers needed. Also, Taylor's theory was underpinned by the notion that a worker was fundamentally lazy and the goal of Taylor's scientific management approach was to maximize productivity without much concern for workers' well-being. His approach was criticized by unions and those sympathetic to workers.

Gilbreth was another influential industrial and organizational psychologist who strove to find ways to increase productivity. Using time and motion studies, Gilbreth wanted to make workers more efficient by reducing the number of motions required to perform a task. She not only applied these methods to



industry but also to the home, office, shops, and other areas. She investigated employee fatigue and time management stress and found many employees were motivated by money and job satisfaction. In 1914, Gilbreth wrote the book, *The Psychology of Management: The Function of the Mind in Determining, Teaching, and Installing Methods of Least Waste*, and she is known as the mother of modern management. You can thank her for the idea to put shelves inside refrigerator doors, and she also came up with the concept of using a foot pedal to operate the lid of a trash can.

Today, industrial and organizational psychology is a diverse and deep field of research and practice. Psychologists in this particular field of study are sought after by businesses and large corporations looking to gain insights on the psychology of their staff in order to create an effective working environment.

Source: OpenStax. (2019). What is industrial and organizational psychology?

Reading Paragraph 1

Organizational psychology had its origins in the early 20th century. Sometimes referred to as industrial psychology, organizational psychology is concerned with how humans work and interact in various jobs and organizations. It was only later in the century that the field of organizational psychology developed as an experimental science. Unlike most other academic fields, business leaders immediately understood how research into worker psychology and productivity could have a positive impact on both the worker's well-being and the company's profit margins. Leading organizational psychologists of the early 1900s soon found themselves outside of the classroom and into the factories, conducting research.

1. What does the author say about organizational psychology in the first paragraph?

- a. It is an area of psychology that immediately became an experimental science
- b. It is a discipline that is better suited for companies and organizations than it is for schools
- c. Business leaders believed this research could improve employees' health and company gains
- d. It is the most common field of psychology relating to business and workers



Reading Paragraph 2

From 1929 to 1932, Elton Mayo (1880–1949) and his colleagues began a series of studies at a plant near Chicago, Western Electric's Hawthorne Works. This long-term project took industrial psychology beyond just employee selection and placement to a study of more complex problems of interpersonal relations, motivation, and organizational dynamics. These studies mark the origin of organizational psychology.

2. Which of the following is NOT mentioned about Mayo's studies in paragraph 2?

- a. They were one of the first studies in the field of organizational psychology
- b. They took place in Western Electric's Hawthorne Works
- c. Their findings led to the discovery of organizational psychology in the workplace
- d. They studied the complex problems of industrial employees

Reading Paragraph 3

Analysis of the findings by later researchers led to the term the Hawthorne effect, which describes the increase in performance of individuals who are noticed, watched, and paid attention to by researchers or supervisors. What the original researchers found was that any change in a variable, such as lighting levels, led to an improvement in productivity; this was true even when the change was negative, such as a return to poor lighting. The effect faded when the attention faded. The Hawthorne-effect concept endures today as an important experimental consideration in many fields and a factor that has to be controlled for in an experiment.

3. Which of the following best expresses the essential information in the highlighted sentence in paragraph 3? Incorrect choices change the meaning in important ways or leave out essential information.

- a. Good lighting increased productivity and poor lighting led to a decrease in productivity
- b. Any change, positive or negative, resulted in increased productivity
- c. Researchers found that darkening the lights improved worker's productivity
- d. Changing the lighting levels affected the productivity of workers

4. The word **endures** in the third paragraph is closest in meaning to

- a. Continues
- b. Changes
- c. Ceases
- d. Ends



Reading Paragraph 4

Frederick Taylor was an engineer who saw that if one could redesign the workplace there would be an increase in both output for the company and wages for the workers. In 1911, he put forward his theory in a book titled, *The Principles of Scientific Management*. His book examines management styles, personnel selection, and training, as well as the work itself, using time and motion studies.

5. In paragraph 4, what does the author point out about Frederick Taylor?

- a. His son wrote about his theory in a book called *The Principles of Scientific Management*
- b. He compared various management styles and personnel training in his book
- c. He presented his hypothesis at a scientific conference in 1911
- d. He was an engineer who wrote about management in the workplace

Reading Paragraph 5

One of the examples of Taylor's theory in action involved workers handling heavy iron ingots, which is a block of heavy steel, gold, silver, or other metal. Taylor showed that the workers could be more productive by taking work rests. This method of rest increased worker productivity from 12.5 to 47.0 tons moved per day with less reported fatigue as well as increased wages for the workers who were paid by the ton. At the same time, the company's cost was reduced from 9.2 cents to 3.9 cents per ton. Despite these increases in productivity, Taylor's theory received a great deal of criticism at the time because it was believed that it would exploit workers and reduce the number of workers needed. Also, Taylor's theory was underpinned by the notion that a worker was fundamentally lazy and the goal of Taylor's scientific management approach was to maximize productivity without much concern for worker well-being. His approach was criticized by unions and those sympathetic to workers.

6. What can be inferred from paragraph 5 about the workers in Taylor's theory?

- a. Workers were more tired on the job prior to implementing work rests
- b. His theory showed that workers were inherently lazy
- c. Many condemned Taylor because he was unsympathetic to workers
- d. Taylor's theory was later disproved by other psychologists



Reading Paragraph 5

One of the examples of Taylor's theory in action involved workers handling heavy iron ingots, which is a block of heavy steel, gold, silver, or other metal. Taylor showed that the workers could be more productive by taking work rests. This method of rest increased worker productivity from 12.5 to 47.0 tons moved per day with less reported fatigue as well as increased wages for the workers who were paid by the ton. At the same time, the company's cost was reduced from 9.2 cents to 3.9 cents per ton. Despite these increases in productivity, Taylor's theory received a great deal of criticism at the time because it was believed that it would exploit workers and reduce the number of workers needed. Also, Taylor's theory was underpinned by the notion that a worker was fundamentally lazy and the goal of Taylor's scientific management approach was to maximize productivity without much concern for workers' well-being. His approach was criticized by unions and those sympathetic to workers.

7. In paragraph 5, the author mentions "despite these increases in productivity" in order to

- a. Explain why Taylor's theories were never implemented
- b. Provide an example of criticism many researchers must be prepared to face
- c. Elaborate on the fact that Taylor had negative opinions toward workers
- d. State that there were more concerns besides just an increase in worker output

Reading Paragraph 6

Gilbreth was another influential industrial and organizational psychologist who strove to find ways to increase productivity. Using time and motion studies, Gilbreth wanted to make workers more efficient by reducing the number of motions required to perform a task. She not only applied these methods to industry but also to the home, office, shops, and other areas. She investigated employee fatigue and time management stress and found many employees were motivated by money and job satisfaction. In 1914, Gilbreth wrote the book, *The Psychology of Management: The Function of the Mind in Determining, Teaching, and Installing Methods of Least Waste*, and she is known as the mother of modern management. You can thank her for the idea to put shelves inside refrigerator doors, and she also came up with the concept of using a foot pedal to operate the lid of a trash can.

8. According to paragraph 6, which best describes Gilbreth?

- a. She was an organizational psychologist focused on studying teachers
- b. She was fatigued and stressed about time when she was an employee
- c. She is one of the most famous psychologists in her field
- d. She is sometimes referred to as the mother of modern management



9. Look at the four squares (A, B, C, D) that indicate where the following sentence could be added to the passage.

Her contributions to increased efficiency can still be found in modern homes today.

Where would the sentence best fit?

Gilbreth was another influential industrial and organizational psychologist who strove to find ways to increase productivity. **A** Using time and motion studies, Gilbreth wanted to make workers more efficient by reducing the number of motions required to perform a task. She not only applied these methods to industry but also to the home, office, shops, and other areas. She investigated employee fatigue and time management stress and found many employees were motivated by money and job satisfaction. **B** In 1914, Gilbreth wrote the book, *The Psychology of Management: The Function of the Mind in Determining, Teaching, and Installing Methods of Least Waste*, and she is known as the mother of modern management. **C** You can thank her for the idea to put shelves inside refrigerator doors, and she also came up with the concept of using a foot pedal to operate the lid of a trash can. **D**

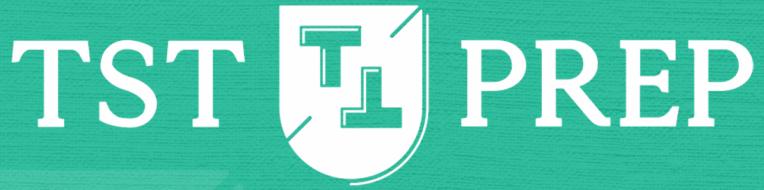
10. DIRECTIONS: An introductory sentence for a brief summary of the passage is provided below. Complete the summary by selecting the THREE answer choices that express the most important ideas in the passage. Some sentences do not belong in the summary because they express ideas that are not presented in the passage or are minor ideas in the passage. This question is worth 2 points.

There have been many contributions to organizational psychology over the past century.

-
-
-

- a. Gilbreth worked to reduce motions in a task in order to make people more efficient in their jobs
- b. Organizational psychology is the study of how people interact within their jobs or organizations
- c. Organizational psychologists are sought out by businesses
- d. The studies done by Elton Mayo led to the discovery of the Hawthorne effect
- e. Organizational psychology has increased work productivity in the U.S. since the early 1900s
- f. Frederick Taylor theories contributed to a better understanding of how to improve productivity





Private Lessons for the TOEFL®

Get the help you deserve from
an experienced TOEFL® teacher.

[Learn more](#)



Complete Practice Test Pack for the TOEFL®

10 complete practice tests for the
TOEFL® with answer keys, grading
rubrics and sample responses.

[Learn more](#)



Score Builder Program for the TOEFL®

All you need to take the TOEFL® with
confidence and get your best score!

[Learn more](#)



Emergency Course for the TOEFL®

Learn Everything you need to know
about the TOEFL® to achieve your
dream score.

[Learn more](#)



Get 10% off all lessons, classes, evaluations, tests, courses
and practice materials for the TOEFL® with the coupon code

tstprep10

www.tstprep.com



Practice Test #13
For the TOEFL® Reading Section
Answer Key



The Grading Rubric

Use the chart below to determine your score in the reading section.

There are only 30 questions in this reading section, but the highest raw score is 34. The last question of each passage, either in the form of a summary or organization question, is worth two to three points since each requires more than one answer.

Summary questions are worth two points. If all three choices are correct, award yourself two points. If two choices are correct and one is incorrect, award yourself one point. If two or more choices are incorrect, you earn zero points for the given question.

Organization questions are worth three points. If all five choices are correct, award yourself three points. If four choices are correct and one is incorrect, award yourself two points. If three choices are correct and two are incorrect, award yourself one point. If three or more choices are incorrect, you earn zero points for the given question.

Raw Points	Score Estimate	Raw Points	Score Estimate	Raw Points	Score Estimate
34	30	23	20	12	11
33	29	22	19	11	10
32	28	21	19	10	9
31	27	20	18	9	8
30	26	19	17	8	7
29	26	18	16	7	6
28	25	17	15	6	5
27	24	16	14	5	4
26	23	15	13	4	3
25	22	14	12	3	3
24	21	13	11	2-1	2-1



Transcendentalism: Answer Key

Source: Corbett, S.P., Janssen, V., Lund, J.M., Pfannestiel, T., Waskiewicz, S., & Vickery, P. (2014).

1. C (factual information)

C is correct because the paragraph says, "*They reacted against the age they lived in where people were encouraged to act the same as others and argued for greater individualism against conformity*" and that "*the transcendentalists*" celebration of the uniqueness of individual feelings "*were affected by European romanticism*". Options **A** and **B** are incorrect because they actually "*reacted against the age they lived in where people were encouraged to act the same as others*" and "*argued for greater individualism against conformity*". Option **D** is wrong because it's false. The passage states, "*transcendentalists believed that all people could attain an understanding of the world that goes past rational, sensory experience*".

2. D (negative factual information)

D is correct because it is untrue and this is a negative detail question. Ralph Waldo Emerson took a trip to Europe in 1832 and there "*he met leading figures of romanticism*". Options **A** to **C** are incorrect because they are all facts from the paragraph.

3. C (rhetorical purpose)

C is correct because the author uses this phrase to show that Emerson's ideas were inspired by romanticism, (which he learned about in Europe). Option **A** is wrong because nothing in the paragraph suggests his ideas were only "*romantic*". Option **B** is incorrect because this phrase does not explain why he wrote his essays, though they may have been inspired by some of the "*romanticism-influenced ideas*". Option **D** is wrong because the paragraph does not say or suggest that he did not have his own ideas.

4. B (vocabulary)

B is correct because "*taken root*" is closest in meaning to "*established*" in that "*mass conformity*" had established itself "*in American life*". You probably know that the word "*root*" usually means the bottom of a tree or plant that moves down into the earth and holds the plant in place. If you know what roots are, then you can imagine how this word might be used as a symbol or metaphor. Options **A** and **C** can be eliminated because they are slightly similar in that they both mean "*to go away from*" or "*disappear*". **D** is wrong because something can only "*take root*" after it's been "*discovered*".



5. A (factual information)

A is correct because the paragraph says, "*Thoreau placed a special emphasis on the role of nature as a gateway to the transcendentalist goal of greater individualism*". Option **B** is wrong because the paragraph does not say that Thoreau was Emerson's "closest friend, just that he was *"his friend*". Option **C** is incorrect because Emerson suggested Henry David Thoreau *"write about his own ideas"*, not lecture about them. Option **D** is incorrect because the paragraph says that Henry David Thoreau *"gave a lecture in which he argued that individuals must stand up to governmental injustice"*, not that he *"organized groups that protested it"*.

6. D (negative factual information)

D is correct because it is untrue. The author says, *"Fuller was a friend of Emerson and Thoreau, and other intellectuals of her day"*, not that they met at Harvard. Options **A**, **B**, and **C** are incorrect because they are accurate facts from the paragraph.

7. C (inference)

C is correct because the information in the paragraph leads us to infer that her positions - in society and in the workplace - were rather uncommon for women to hold in her time. The fact that she advocated for women's equality and that women couldn't attend Harvard make it clear that her prominence in the transcendentalist movement and her position as editor for *The Dial* was likely very rare for her time. Option **A** is wrong because the paragraph says she *"came to prominence as a leading transcendentalist"*, not that she was *"famous"*, and this is an inference question. Option **B** is wrong because this is specifically stated in the paragraph and this is an inference question, not a detail question. Option **D** is incorrect because nothing in the paragraph allows us to infer that she chose to review only books she was interested in.

8. D (sentence simplification)

D is correct because this option correctly reiterates the main point of the sentence. Options **A** to **C** are incorrect because they either contain only a detail of the sentence, or they do not include the main point of the sentence.



9. A (insert text)

A is correct because the missing sentence best fits here. The transition word "*however*" at the beginning of the sentence indicates that it might be placed at the beginning of the paragraph as it contrasts a previous point and/or introduces a new topic. The missing word introduces "*criticism*" of transcendentalism, which is further discussed in the following sentences. Specifically, the next sentence says "*some critics*" and provides a specific example of what they criticized - this signals that the missing sentence should be placed before this sentence. Since the rest of the paragraph provides examples of specific critics and criticisms of the movement, the missing sentence does not fit anywhere else.

10. A, E, F (prose summary)

A, E, and F are correct because these choices deal with some of the main discussion points from the passage and are directly related to the summary sentence; they are elaborated on throughout the passage. On the other hand, options **B, C, and D** are incorrect because they are minor details not related to the summary sentence, nor do they provide critical information about the main topic of the passage.

Hydroculture: Answer Key

1. D (vocabulary)

Even if you don't know the meaning of the word, after "*severity*", the author states "...but most accept that the crisis is real...". and a *crisis* is a big, serious problem. Options **A** to **C** are not synonymous with "*severity*".

2. B (factual information)

In the passage, the author states that "...*a number of previously productive agricultural regions are no longer as fertile as they once were because of the weather*". **A** is incorrect because while the author does mention biofuels, they never mention limiting it as a solution. **C** is incorrect because "...*major agricultural regions have become less fertile...*" is not an effect of the food crisis, but an effect of changing weather patterns. **D** is incorrect because the "...*health of the world's population...*" is never mentioned.

3. B (reference)

You have to look at the previous sentence for these types of questions. It ends by stating that "...*found that they can get a better return growing biofuels than raising crops*". So, "*this end*" refers to raising crops.



4. D (factual information)

It's mentioned at the end of the paragraph that the plants need water, nutrients, and light. **A** is incorrect because the passage mentions that "...*some believe...*" but not that it will actually happen. **B** is incorrect because the paragraph does say it's cost-effective, but it doesn't mention that it will cost less. **C** is incorrect because the goal of hydroponic farms is never mentioned.

5. D (inference)

The second sentence of the paragraph states that "...*although it may seem like a technologically sophisticated form of agriculture,...*" which implies that it's not very complicated. **A** is incorrect because the author never mentions that distilled water has a negative impact on plants, only that it's not as helpful when compared to nutrient-rich water. **B** is incorrect because while the passage does mention NASA, it never says that they want to create farms. **C** is incorrect because it's never mentioned in the passage.

6. A (sentence simplification)

The essential information in the highlighted passage, that hydroponic farms are situated in a better location than traditional farms, is best summed up in choice **A**. **B** is incorrect because the sentence is not trying to give practical advice to farmers. **C** is incorrect because location is not its main advantage, only another advantage. **D** is incorrect because the passage states that hydroponic farms are located much closer to the markets.

7. C (rhetorical purpose)

In this paragraph, the author is listing the benefits of hydroponics, and the fact that tropical vegetables, usually limited to a specific region, can be grown indoors is also an advantage. **A** is incorrect because the popularity of food is never mentioned. **B** is incorrect because tropical vegetables are not just one type of crop. **D** is incorrect because there is no argumentative tone in this passage, only the presentation of information.

8. D (negative factual information)

It's the only choice that directly contradicts what was stated in the passage "...*grow well hydroponically are relatively low in protein...*". **A** is incorrect because the author does mention that "...*carrots, potatoes, and corn are either not suitable or hard to grow*". **B** is incorrect because the passage mentions that "...*most herbs and vegetables thrive...*". **C** is incorrect because the author does say that hydroponic cultivation isn't practical for staple crops.



9. D (insert text)

The last sentence of the paragraph states how aquaponics can produce the same quality of herbs, fruits, and vegetables as hydroponics, while also growing protein-rich products that hydroponic farms can't produce. Therefore, it makes sense that the next sentence would discuss the future potential of aquaponics.

10. BOTH - A, D and E, AQUAPONICS ONLY - B and F (fill in a table)

Choices **A**, **D**, and **E** can all be found as details in paragraph four. Choices **B** and **F** can be found as details in the final paragraph about aquaponics. **C** is never used because both types of systems require little space when compared with traditional farming methods. **G** is never used because it explains the cause of the food crisis; it doesn't describe either farming method.

The Beginning of Organizational Psychology: Answer Key

Source: OpenStax (2019). What is industrial and organizational psychology?

1. C (factual information)

C is the correct answer because the author states that "*Unlike most other academic fields, business leaders immediately understood how research into worker psychology and productivity could have a positive impact on both the worker's well-being and the company's profit margins.*". **B** is not correct because it misstates the facts in the last sentence. Just because psychologists started doing research in organizations does not mean it was no longer a subject to be taught. **D** is also wrong because it does not appear in the paragraph.

2. C (negative factual information)

C is correct because it is not true. The passage says, "*these studies*", not their findings, "*mark the origin of organizational psychology*".

3. B (sentence simplification)

B is the correct answer because it best paraphrases the main idea of the sentence. In this sentence, the author is explaining that any change, positive or negative, will increase productivity. **A** is wrong because it changes the meaning of this sentence. **C** and **D** are both incorrect because they leave out essential information from the passage, such as the fact that even negative changes will improve productivity.



4. A (vocabulary)

A is the correct answer because “continues” is the closest in meaning to “endures”. Based on the context clues in the sentence, we know endures is something that the concept is today, and the previous paragraph discusses how it was used in the past. Students may choose **D** (“ends”) because of the similar spelling, but this word is the opposite of “endures”, as is **C** (“ceases”).

5. D (factual information)

D is the correct answer because the author states in the first sentence that Taylor was an engineer, and goes on to say how he wrote theories about management in the workplace. **A** is not correct because it is false; Taylor “... put forward his theory in a book titled, *The Principles of Scientific Management*”, not his son. **B** is not correct because he did not compare, he examined the management styles and personnel training. **C** is wrong because it was never mentioned in the passage.

6. A (inference)

A is the correct answer because it describes the inference from this paragraph. The author states that “*Taylor showed that the workers could be more productive by taking work rests*”. In the next sentence, he states that there were fewer reports of fatigue. Therefore, we can infer that prior to the work rest, workers were more fatigued, or tired, on the job. **B** is not correct because it misstates the facts in the sentence. **C** is not correct because it is not an inference about Taylor’s theories, and the passage only states he was criticized, not hated. **D** is incorrect because the passage does not state that this happened to Taylor’s theories, nor does it make a statement that could lead to this inference.

7. D (rhetorical purpose)

D is the correct answer because the last portion of the sentence describes problems with Taylor’s theories, particularly the way it viewed workers and how it may have actually cut jobs. **A** is incorrect because the paragraph never mentions that his ideas were “*never implemented*”. **B** is incorrect because it’s off-topic; this is not about researchers in general but about Taylor. **C** is incorrect because it’s not the reason why the author included this phrase.

8. D (factual information)

D is the correct answer because the paragraph states this in the second to last sentence. **A** is not correct because the second half of the sentence is not true. **B** is also incorrect because it misstates the facts in the sentence. **C** is an inference, not a fact from the paragraph.



9. C (insert text)

C is the correct answer because the sentence best fits here. The sentence following this one states, "You can thank her for the idea to put shelves...". It makes the most sense here because it introduces this next sentence about the refrigerator doors and trash can contributions, so we know it is not **A** (an introductory sentence). Therefore, **D** is not correct because **D** comes after this sentence. **B** is not correct because the author is still discussing her work in large industries.

10. A, D, F (prose summary)

A, D, F are the correct answers because they all state contributions to organizational psychology. **B** is simply a definition of organizational psychology, **C** is a small detail, and **E** is incorrect because it is a fact that is not found in the passage.



References

Corbett, S.P., Janssen, V., Lund, J.M., Pfannestiel, T., Waskiewicz, S., & Vickery, P. (2014). Transcendentalism.

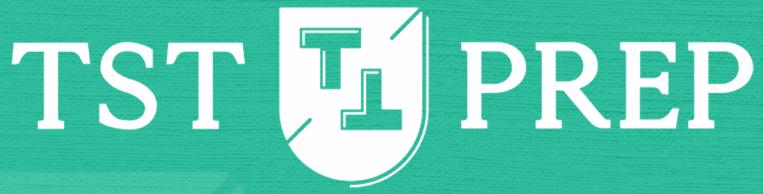
In *History*. Retrieved from:

<https://openstax.org/books/us-history/pages/13-1-an-awakening-of-religion-and-individualism>

Open Stax. (2019). What is industrial and organizational psychology? In *Psychology*. Retrieved from:

<https://cnx.org/contents/Sr8Ev5Og@12.2:8507uDII@12/13-1-What-Is-Industrial-and-Organizational-Psychology>





Private Lessons for the TOEFL®

Get the help you deserve from
an experienced TOEFL® teacher.

[Learn more](#)



Complete Practice Test Pack for the TOEFL®

10 complete practice tests for the
TOEFL® with answer keys, grading
rubrics and sample responses.

[Learn more](#)



Score Builder Program for the TOEFL®

All you need to take the TOEFL® with
confidence and get your best score!

[Learn more](#)



Emergency Course for the TOEFL®

Learn Everything you need to know
about the TOEFL® to achieve your
dream score.

[Learn more](#)



Get 10% off all lessons, classes, evaluations, tests, courses
and practice materials for the TOEFL® with the coupon code

tstprep10

www.tstprep.com

