**Management Final test (Exam)**

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|  | **Questions** | **Your answer** |
| 1 | **Which of the following theories is a procedural theory of motivation:**  A) Maslow's Hierarchy  B) McClelland's theory of acquired needs  C) The theory of justice  D) Herzberg theory |  |
| 2 | **A need that can be met through a team-based organization of work and a democratic leadership style is:**  A) Self-actualization  B) Affiliation  B) Prestige  D) Physiological needs  E) Security |  |
| 3 | **What employee need is satisfied by the organization that enters into long-term contracts with employees:**  A) Self-actualization  B) Prestige  B) Affiliation  D) Security  E) Physiological needs |  |
| 4 | **According to the Hersey and Blanchard Situational Leadership Model, with a very low level of maturity of followers, the leader applies the following leadership style:**  A) commanding style  C) delegation style  C) the style of "selling an idea" ("mentoring")  D) engagement style |  |
| 5 | **If the manager has improved the motivators in the organization, employees will feel:**  A) great satisfaction  B) great dissatisfaction  B) less satisfaction  D) lack of dissatisfaction |  |
| 6 | **According to Fiedler's situational theory, a relationship-oriented management style is most effective in situations:**  A) the manager-subordinate relationship is good, the task is structured, the official powers are strong  B) the manager-subordinate relationship is bad, the task is not structured, the official powers are weak  C) relations are bad, the task is structured, powers are weak  D) both A and B are correct. |  |
| 7 | **According to the “Path-to-Goal” theory, guidance that focuses on what tasks must be done, how and when done is style:**  A) instrumental  B) support style  B) Achievement-oriented style  D) a style that encourages participation |  |
| 8 | **Theories of motivation that explore the needs that cause actions are called process theories.**   1. Yes 2. No |  |
| 9 | **Organizational culture is:**  A) a system of intra-organizational control over the fulfillment of the goals and objectives of the organization  B) a system of subordination, subordination, distribution of functions and responsibilities in the organization  C) a system of beliefs, values and norms shared by key employees of the organization |  |
| 10 | **According to the leadership systems proposed by**  **R. Likert, a manager who is not confident in his subordinates, and also does not trust them, is likely to use:**  A) Exploitative-autocratic leadership style  C) benevolent-autocratic leadership style  C) Participatory leadership style  D) Democratic leadership style |  |
| 11 | **Which of the following needs is satisfied by the minimum wage?**  A) self-actualization  B) Prestige  C) Belonging  D) Security  E) Physiological needs |  |
| 12 | **Leaders will not be successful if they are much smarter than their followers:**   1. Yes 2. No |  |
| 13 | **According to the theory of justice, employees, trying to correct injustice in the evaluation of their work, can change the level of their efforts.**   1. Yes 2. No |  |
| 14 | **M. Porter's Five Forces Analysis is a tool used by managers for:**   1. strategic analysis of external environment of the organization 2. for marketing research in studying supply and demand 3. to analyze competitive forces affecting the organization 4. all answer options are correct |  |
| 15 | **Ishikawa’s diagram is a tool which can be used by manager for:**   1. Marketing analysis 2. Quality management problem analysis 3. Financial analysis 4. Strategic problems analysis |  |
| 16 | **Kotter’s 8 step plan is used by managers for the following purposes:**   1. Leadership management 2. Change management 3. Motivation management 4. Cross-cultural management 5. Organizational culture building 6. Reputation managemnt |  |
| 17 | **Which 2 types of power is most effective in management:**   1. Cohesive power 2. Formal power 3. Personal power 4. Legitimate power 5. Expert power |  |
| 18 | **SWOT analysis is...**   1. analysis of opportunities, threats of the external environment, strengths and weaknesses of the organization 2. functional cost analysis 3. grouping of environmental factors into: political, economic, socio-cultural, technical and technological 4. trend extrapolation method 5. analysis of key success factors |  |
| 19 | **What is the name of the theory that corporations have a responsibility to make a significant contribution to improving the quality of life for people?**  a ) the theory of corporate egoism;  b) the theory of corporate altruism;  c) the theory of responsible behavior;  d) the theory of social responsibility;  e) theory of charity. |  |
| 20 | **The innovative potential of the organization is -**   1. measure of the organization's readiness to perform tasks to achieve the innovation goal 2. the readiness of the organization for stable production activities 3. measure of the organization's readiness to participate in an innovative project |  |
| 21 | **The “SCAMPER” is the methodology of brainstorming which is applied for:**   1. Fast software development 2. Product development 3. Teambuilding 4. Innovative ideas development and problems solutions 5. Effective time management and planning of teamwork |  |
| 22 | **The criteria for the effectiveness of team work are (select 3 answers):**  A. Achievement of group goals.  B. Creation of conditions for the free expression of various points of view.  C. Separation in time of the processes of generating ideas and their assessments.  D. Satisfaction of the members of the group with their work.  E. Individual development of group members. |  |
| 23 | **The main principles of innovation management do not include:**   1. the principle of continuous forecasting of the innovative situation; 2. the principle of separation of financial and engineering analysis of the effectiveness of innovations; 3. the principle of dynamic advancing technological lag; 4. the principle of combining investment with innovation. |  |
| 24 | **An innovative project is….:**   1. newly created (used) and (or) improved competitive technologies, products or services, as well as organizational and technical solutions for production, administrative, commercial or other nature, significantly improving the structure and quality of production and (or) social sphere; 2. the result of research and (or) experimental design development that meets the requirements established by law; 3. new competitive goods or services that meet the requirements established by law; 4. a set of documents defining the procedure and a set of all necessary measures (including investment) for the creation and implementation of an innovative product and (or) innovative products. |  |
| 25 | **The advantages of teams are:**  A. Redistribution of power.  B. Increase in labor efforts, synergistic effect.  C. Increased satisfaction of its members.  D. Extension of work skills and knowledge.  E. Decrease in efforts to coordinate the actions of its members. |  |