

# Week 2 Quiz

LATEST SUBMISSION GRADE

100%

1. Which of the following is true about business models and management models? (Please tick the options that are true)

1 / 1 point

- ☒ Among other things, a management model reflects choices about how to co-ordinate activities within organizations.

**Correct**

If you have selected this option, you are correct.

- ☐ The only role of the management model is to address the drivers of change in the business world such as social changes, rise of emerging markets, etc.
- ☐ A Business model reflects choices about how to motivate employees
- ☒ Among other things, a Business model reflects choices about what products an organization will sell

**Correct**

If you have selected this option, you are correct.

2. What are the dimensions along which the traditional and alternative models of management differ? (Please select the correct option)

1 / 1 point

- ☐ Bureaucracy, Hierarchy, Extrinsic Rewards, Linear Alignment
- ☐ Emergence, Collective Wisdom, Intrinsic rewards, Obliquity
- ☐ Sources of revenue, Cost structure, What to make/buy, How to make a profit
- ☒ Co-ordinating activities, Making decisions, Motivating employees, Defining Objectives

**Correct**

If you have selected this option, you are correct.

3. You will find below two statements about management models. Based on the course material, please reflect on these statements and determine if they are true.

1 / 1 point

**Statement A:** The alternative principles of management such as emergence, collective wisdom, intrinsic rewards and obliquity are always the 'right' choice for an organization.

**Statement B:** The changes in the business world (as discussed in Module 1) are making the principles of the alternative management model increasingly useful but the right choice of which principles you should use depends on the context of the organization.

Based on the above statements, please select one out of the following:

- ☐ Only Statement A is true
- ☒ Only statement B is true
- ☐ Both statements A and B are true
- ☐ Neither statement A not statement B is



**Correct**

If you have selected this option, you are correct. While there are no completely generalizable 'right' or 'wrong' choices in management model, the changes in the business world are making the alternative principles more attractive. Ultimately though, both have pros and cons and the model you use will depend on the company's circumstances.

4. Based on the course material, which management principle can be defined as: "The guiding structures that stimulate individuals to coordinate their activities, in a focused way, of their own volition."? (Please select the correct option)

1 / 1 point

- ☐ Hierarchy
- ☐ Collective Wisdom:
- ☐ Bureaucracy
- ☒ Emergence



**Correct**

If you have selected this option, you are correct.

5. What are the elements on which bureaucracy and emergence differ? (Please select all that apply)

1 / 1 point

- ☐ The way people are rewarded
- ☒ Their ability to promote creativity

 **Correct**

If you have selected this option, you are correct.

☐ The kind of products and services a firm sells☒ Their ability to empower people **Correct**

If you have selected this option, you are correct.

6. Consider the following hypothetical example and then answer the question based on that:

1 / 1 point

The Government of Endor uses a model of management whereby public officials are encouraged to find projects that they think they can contribute to. There aren't many formal rules or procedures and people form teams based on what needs to be done for the overall mission of serving the people of Endor. The team then divides tasks together based on each individual's ability to contribute to the overall team goal; and teams self-organize based on a few very simple rules.

Which principle is the Government of Endor using? (Please select the correct option)

☒ Emergence☐ Hierarchy☐ Bureaucracy☐ Linear Alignment **Correct**

If you have selected this option, you are correct.

7. The 'collective wisdom' of a large number of people can be channelled to aggregate inputs for which of the following things?

1 / 1 point

A: Creating an output

B: Making a decision

C: Mobilizing effort and buy-in

Please select the correct option from the following:

- ☐ A and C
- ☒ A, B and C
- ☐ B and C
- ☐ A and B

**Correct**

If you have selected this option, you are correct.

8. Based on the lecture and reading material, which of the following organizations uses collective wisdom as a key feature of its management model?

**1 / 1 point**

- ☐ Enron
- ☒ Red Hat
- ☐ Tata
- ☐ Oticon

**Correct**

If you have selected this option, you are correct.

9. Under which of the following conditions might collective wisdom fail?

**1 / 1 point**

- ☐ Peer recognition
- ☒ Loss of interest among the contributors
- ☐ When there is no single boss or expert making the decision independently
- ☐ Strong intrinsic motivators

**Correct**

If you have selected this option, you are correct.

10. What is the relationship between bureaucracy and emergence? (Please select the correct option)

**1 / 1 point**

- ☐ There is no relationship between bureaucracy and emergence.
- ☐ Bureaucracy and emergence are on completely opposite ends of a continuum such that you can either have only bureaucracy or only emergence.
- ☐ Bureaucracy and emergence are different names for the same concept.
- ☒ While there is a tension between bureaucracy and emergence, there are some hybrid models whereby which an organization can reconcile the two principles to a large degree.



**Correct**

If you have selected this option, you are correct.