

Week 5 Quiz

LATEST SUBMISSION GRADE

100%

1. What would be the logical end to the following sentence?

1 / 1 point

The drivers of change such as technology, rise of emerging economies, etc. are bringing about greater transparency, automation and changing expectations of employees. This is likely to bring about” (Please select the correct option)

- ☒ ...a change in the relative importance of the different parts of a manager’s role in a way that **increases** the emphasis on **softer** elements such as empathizing and helping get work done.
- ☐ ...a change in the relative importance of the different parts of a manager’s role in a way that **increases** the emphasis on elements such as monitoring and **control**.
- ☐ ...a reinforcement of the status quo such that the role of the manager remains unchanged.
- ☐ ...a change in the relative importance of the different parts of a manager’s role in a way that **reduces** the emphasis on **softer** elements such as empathizing and helping get work done.

**Correct**

If you have selected this option, you are correct.

2. in the context of this course, what is a viable alternative to thinking about management as “how do we get our employees to do what we need to get done”? (Please select the most appropriate option)

1 / 1 point

- ☐ Starting from what needs to get done and then thinking about the resources needed to get it accomplished.
- ☐ Communicating up front what actions are desirable and required from all employees
- ☒ How should we act to harness the latent enthusiasm and skill of employees given their aspirations, fears and concerns?
- ☐ Scheduling planning meetings to define what the management wants to get done

**Correct**

If you have selected this option, you are correct.

3. Tips such as skip-level meetings, reverse mentoring, and web enabled discussion forums serve which of the following purposes? (Please select the most appropriate option)

1 / 1 point

- ☐ Monitoring and controlling.
- ☒ Allows bosses to see the world through the eyes of their employees.
- ☐ Developing specialized expertise.
- ☐ Establishing bureaucracy.

**Correct**

If you have selected this option, you are correct.

4. Which of the following is a reason that makes it difficult for us as managers to do what we know we should? (Please select the most appropriate option)

1 / 1 point

- ☐ Our ability to avoid taking charge and to embrace errors.
- ☐ Managing comes naturally to us.
- ☐ Our ability to give freedom and recognition to others, and share information widely.
- ☒ Our inherent biases which produce a conflict between our conscious rational part of the brain and the emotional subconscious part of the brain.

**Correct**

If you have selected this option, you are correct.

5. Which of the following is a way to reinforce the good behaviours that go with the conscious part of the brain and become a better manager? (Please select all that apply)

1 / 1 point

- ☒ Seek advice

**Correct**

If you have selected this option, you are correct.

- ☒ Focus on your strengths

**Correct**

If you have selected this option, you are correct.

☒ Learning to let go



Correct

If you have selected this option, you are correct.

☒ Package work into projects



Correct

If you have selected this option, you are correct.

☐ Always avoid errors

☐ Keep full control under all situations

6. What is an important way to change our style of working in order to increase productivity, effectiveness and the quality of work that we do? (Please select the most appropriate option)

1 / 1 point

☐ Increase time spent on tiresome and easily off-loadable tasks

☐ Increase time spent on desk-based work

☒ Focus on high value-added tasks

☐ Focus on low value-added tasks



Correct

If you have selected this option, you are correct.

7. Which of the following is true about the Limited Liability Corporation (PLC)? (Please select all that apply)

1 / 1 point

☒ It is the default ownership model for large companies today.



Correct

If you have selected this option, you are correct.

☒ The company exists as a legal entity where ownership is separated from control.



Correct

If you have selected this option, you are correct.

- ☒ The limited liability company is coming under a lot of pressure because the financial market constantly scrutinizes the actions of the executives of a PLC, leading to short-term and narrow thinking.



Correct

If you have selected this option, you are correct.

- ☐ The owners have unlimited liability and will be held accountable beyond their investment and stake in the company.

8. What is an advantage of alternative models of ownership such as partnerships, trusts or cooperatives over the limited liability company form of ownership? (Please select the most appropriate option)

1 / 1 point

- ☐ These alternative models are new and have only existed in the recent times while the limited liability form has existed for over 150 years.
- ☐ These alternative models are typically more short-term oriented than the limited liability form.
- ☒ These alternative models are typically more long-term oriented than the limited liability form.
- ☐ These alternative models all restrict the amount of liability owners have over the activities of the company.



Correct

If you have selected this option, you are correct.

9. Which of the following trends are bringing about a change in the nature of work that we do? (Please select the most appropriate option)

1 / 1 point

- ☐ Gen Y prefer to work for only one company throughout their professional lives.
- ☐ Technology is forcing us to work in traditional offices.
- ☐ Sustainability agendas of companies require a different ownership structure of the company.
- ☒ Many jobs are being outsourced to emerging economies.



Correct

If you have selected this option, you are correct.

10. Which of the following are key dimensions of work that are changing as a result of the major drivers of change? (Please select the correct option)

1 / 1 point

- ☐ Ownership form, modes of organizing, employment relationships.
- ☐ Technology, social change, and Sustainability concerns.
- ☐ Bureaucracy, Collective Wisdom and Linear Alignment.
- ☒ The nature of work we do, where we do our work, and how work varies over our working lives.



Correct

If you have selected this option, you are correct.