EDU602 Quiz 2 File by Tanveer Online Academy

The seminal "bureaucracy" theory, a formalized and idealized view of organizations was put forward by----------.	Max Webber
The core ideas of -------- school of management include application of science to practice of management.	Classical
The new leadership approach includes charismatic and ---------- leadership	Transformational
A mnemonic for leadership is Person, People and ----------	Purpose
According to David Green 2000, which type of organization will survive and flourish?	Organization with change leaders
According to ----- theory, People are born with inherited traits.	Trait
According to ----- theory, leaders are born and not made.	Great man
Human relation theory of management was presented by---- --.	Elton Mayo
The quantitative school of management combines ---------- theory and behavioural science through the use of statistical models and simulations.	classical management
The Neo-classical thought stressed upon the ---------- side of organizations.	Human
Workers are more receptive to ----------forces of peer groups than monetary incentives and management controls.	Social
Extensive work has been done on management in the:	Last century
The leader is an ----------and the manager is an administrator	Creator
The ---------- will create policies and teams for smooth functioning of the organization.	Manager
Some traits are particularly suited to become --------- --.	Leaders
A requirement for leadership is personal---------.	Vision
Transparent Leadership	acts ethically
According to _____ theory, followers make attributions of heroic or extraordinary leadership abilities when they observe certain behaviors.	Charismatic leadership
A democratic leader helps improve---------- and involvement.	Motivation
He further states that leadership styles are based on the specific---------- situation and the people the individual deals with most.	Management
A skilled team is created when people are helped by_____	letting them find their own solutions

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_____motivate their followers in the direction of established goals by clarifying role and task requirements.	Transactional leaders
Paternalistic style has a high concern for --------, use of rewards for compliance and loyalty.	Production
Trait theory and behaviorism are two -------- approaches to questions about effective leadership.	Similar
Transformational leadership has the potential to be	Misused
The leader who is competent and a good coach uses------ style on a new employee who is just learning the job.	Authoritative
Kurt Lewin and his co-researchers developed a leadership framework based on ------- different styles of leadership.	Three
An autocratic leader uses this style because there is not enough---------- and the member ran out of ideas.	Time
Trait theory and behaviourism both see leadership as an objective set of qualities or actions that must be------ --.	Mastered
Transformational leadership helps in setting clear and adequately high performance standards for schools and teachers and emphasizes to avoid too much of .	Memorization
In paternalistic style the leader acts as a '--------figure'.	Father
Leadership is a long-term process, the leader needs to work constantly to build	Relationships
Transformational leader enables inspired action through	Teams
---------- is the ability to influence people to strive willingly for mutual objectives	Leadership
The Y-axis of Leadership Style Matrix defines the --------- of the task	Programmability
Good leaders use all the--------styles at different times, depending on what forces are involved between the followers, the leader, and the situation.	3
Which one of the following is/are leadership theories?	All of these
Which of the following leadership style was first identified by Burns?	Transformational
Which of the following leadership style creates and communicates an inspiring vision?	Transformational
Which of the following leadership helps in setting clear and adequately high performance standards for schools?	Transformational
The contingency theories of leadership are also known as ------ theories of leadership.	Situational
Which of the following leadership style initiate creative ideas?	Transactional
In which of the following leadership style, leader gather follower through strength of personality and charm?	Charismatic

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Which of the following leadership style is normally used when some part of the information is available with the leader and the subordinates?	**Democratic**
A family that is weak willed and known for letting people take advantage of them will develop the habits of ----------	**Assertive**
Who introduced the concept of transformational leadership?	**Burns**
Which of the following leadership style focuses exclusively on getting the job done?	**Task oriented**
Which of the following leadership provides the new vision?	**Transformational**
Tannenbaum and Schmidt (1958) identified-------- forces that led to the leader's action.	**Three**
Which of the following is a French word?	**Laissez-faire**
Leaders who are effective at one place and time may become ------ when transplanted to another situation.	**Unsuccessful**
Which of the following leadership style can be used with a team of workers who know their jobs?	**Participative**
Behaviorism is a-------- theory as it holds that leaders must show certain common personality markers.	**Trait**
Which of the following leadership was related to the motivation and satisfaction of followers?	**Transformational**
The leader's ability to lead is contingent upon various situational factors, including the leader's --------and the capabilities of followers.	**preferred style**
The failure of trait and behavioural theories to have --------- in their predictions of leader effectiveness led to the conclusion that leadership involves other factors too.	**Consistency**
Which of the following leadership style was first discovered by Max Weber?	**Transactional**
According to the behaviorist school of thought, becoming a leader is just a matter of proper -----.	**Training**
According to --------theory every person is likely to be a good leader with proper training	**Behavioural**
In which of the fowlloing leadership style a vision is of no use on its own, it needs to become reality?	**Transformational**
Which of the following leader uses fear and threats to get the jobs done?	**Autocratic**
In which of the following leadership style, leaders follow rules rigorously and ensure that their people follow procedures?	**Bureaucratic**
Behaviourism is a more---------- kind of theory.	**Democratic**

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Which of the following is NOT a contingency theory of leadership?	**Job centered Leadership**
The effective school allocates and protects a significant amount of ------- for instruction of the essential curricular areas.	**Time**
Trait theory holds that a leader must have certain ---------- qualities.	**Innate**
Situational theory tends to focus more on the -------- that the leader should adapt, given situational factors (often about follower behaviour).	**Behaviours**
Which one of these is necessary requirement for effective leadership	**Vision**
------- theory views leadership as being more flexible.	**Contingency**
"Leaders who act as strong role models for followers" comes which of the following domain of Transformational Leadership?	**Idealized influence**
Which of the following leader includes one or more employees in the decision making process?	**Democratic**
Which of the following leadership plays an important role in educational organization?	**Transformational**
In which of the following leadership style, leader consistently keeps commitments?	**Transparent**
Which of the following leadership style have the competency of negotiation skills?	**Transformational**
Researchers, therefore, turned to examine how leadership is affected as the----------varies.	**Situation**
Which of the following leadership style is rooted in a leadership method that comprises strict discipline and authority?	**Paternalistic**
Which of the following leaders realize that noting significant happens unless they encourage their people?	**Transformational**

Leaders carry out this process by applying their leadership knowledge and skills. This is called ---------- Leadership: Process

A measure of the appropriateness of the goals an organization is pursuing and the degree to which they are achieved is called --. Effectiveness

Neo-classical school of management relates to------. People

- ---------suggested that successful organizations match their structure to the nature of the environment: Lawrence & Lorsch

------- school of management is a logical extension of the human resource school. Neo classical

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The new leadership approach includes charismatic and ---------- leadership: Transformational

Managerial grid model was developed in -----. 1964

According to Maslow's hierarchy theory, in order to motivate an employee there are five basic needs that are meant to be fulfilled step by step. Choose correct order of needs from following: Physiological, Social, Security, Self-actualization, Esteem recognition

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There are------- functions of management. Four

According to Fayol, there are ------ principles of management. 14

According to Maslow's for the learning, students must feel ----------in their school. Secure

Being a provocateur is a leadership attribute which is----------. mostly in disagreement

---------- satisfaction and working conditions are important in achieving worker productivity. Employee

The students and staff are deeply concerned about the --------- and precisely focused on how to get to that: future

In contingency school, management techniques should be dependent upon the----------. Circumstances

The leader must recognize that success is not about ----------, it is about progress. Followers

Leader must become strategic rather than ------. Operational

Application of ---------- knowledge is extended to non-business areas like education, government, health care and others. Management

Hierarchy of Needs Theory has ----------assumptions. 5

The broader concept of leadership recognizes that leadership is always passed on from the ----------in any organization: followership

The seminal "bureaucracy" theory, a formalized and idealized view of organizations is based on -------major principles. 6

The principal can make a mission effective by being ---------- and energetic in sharing her vision with faculty. Persistent

Bureaucratic School of Management was developed by---- --. Max Weber

Choosing to "lead from---------" is the only way to create the optimal chance for leadership success. Strength

Who state that the core activities of a manger and leader are simply different? Buckingham "Principles of Scientific Management" was put forward by----------. Frederick Taylor

When individuals do not have the knowledge or skills to do the job, the leaders have to be -------oriented. Production

Staff accept responsibility for students' learning of the schools' essential--------- goals

Egyptian pyramids would not have been built without the ---------of all of the required tasks: management

The leader must recognize that success is not about----------, it is about progress.

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A structured unit of people who work together and coordinate their actions to achieve a collective goal is: organization

Job-loss and wrenching change led to ---------organizations and less security. Leaner

Path-goal model of Leadership was introduced by: Martin Evans & Robert House

- ----------skills are frequently considered to be planning, controlling and monitoring. Management

In which type of a school, there is clearly articulated mission? Focused

The function that coordinates the efforts of people to accomplish goals and objectives using available resources is called-------- --. Management

How many leadership styles are suggested by Iowa? 3

Early forms of ---------- concepts have been applied throughout history in order to progress as a society. Management

What does situational theory of leadership emphasizes? Personality traits

Manager is the one who has ---------- , formal authority and the position. Suborduinates

Leadership is a process by which a person influences others to accomplish ---------. Objective

The ability to analyze and diagnose a situation and distinguish between cause and effect. conceptual skills

What do you call a style of leadership that takes account of others' views, opinions, and ideas?

Democratic

In effective school, who acts as an instructional leader? Principal

The Hawthorne Studies were conducted to examine the working conditions and ---------- -----at the Western Electric Hawthorne USA. Productivity

Managers' use of math and statistics for problem solving is called----------. Scientific management

The process of converting resources within the system into product or service is----------. Output

Leadership is affected by the situation in ---------- approach: trait

Brymen (1992) splits leadership research into -------phases.4

People who make good leaders have the right (or sufficient) combination of---------.

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Traits

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----------is the ability of influencing people to strive willingly for mutual objectives. Leadership

Given the flaws of early trait studies, researchers turned to examining the ---------- that differentiated the effective leaders from ineffective leaders. Behaviours

The working of the leader reflects from the number of---------- he has. Followers

--------appears last in the list of key leadership traits, but is extremely important. Aggressiveness

Great leaders were often from the----------, as few from ----------had the opportunity to lead. aristocracy, lower class

---------- give solutions while the---------- create strategies. leaders, managers

To be a leader, a person must have a deep-rooted--------- to the goal that he will strive to achieve it even if nobody follows him!: commitment

Hierarchy of Need (Motivation) theory was presented by-------in 1954. Abraham Maslow

Behavioural theorists viewed employees as individuals –not as----------, as in the past. Machines

According to Burke and -------- (2004) management is now based around knowledge workers. Cooper

- -------- management theory is also known as the human relations movement. Behavioral

Every---------- must understand that when an organizational goal is achieved it leads to fulfillment of their personal needs: worker

Which option from the following is the set of research based characteristics of a school's climate associated with improved and better student learning? Correlates

The ----------creates a "community of shared values". Leader

Which type of leader is suitable in situations where subordinates experience excessive pressure? People oriented

The correlates are the only set of research based characteristics of a school's ---------- associated with improved, better student learning. Climate

There are ----- levels of management. 3

Leadership can be broken down to three sides, situation, followers and--------. Leaders

------- school of management is a logical extension of the human resource school.

Neo classical

Students must feel ----------in their school community so that their energies can be

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applied to learning. Secure

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Leaders who are people oriented will increase employee satisfaction and performance when____subordinates experience excessive pressure

The core ideas evolved in response to the shift from handicraft to----------production. Industrial

The Neo-classical thought emerged in reaction against the---------Theory of Management. Scientific

---------- school believes that there must be a union between human needs and organizational goals: behavioural

Behavioural theories of leadership do not seek inborn traits; rather, they look at what leaders actually -------. Do

----------skills are defined as providing vision and strategy, as well as leading transformational change. Leadership

When max weber gave the theory of social and economic organization? 1905

Maslow's "basic needs" are also known as: Physiological needs

People, their skills, know-how and experience, machinery, raw materials, computers and IT, patents, financial capital are known as --------- --. Resources

The most dangerous leadership myth is that leaders are---- --. Born

In the levels of management, the supervisors belong to the: lower level

When managers have the mental ability to analyze and diagnose complex situations, they possess _____skills. Conceptual

_____ differentiates leaders from non-leaders by focusing on personal qualities and characteristics. Trait theories

Correlates are concepts with which we can analyze that complex social organization of a school in order to cause the school as a whole to---------- improve

The seminal "bureaucracy" theory, a formalized and idealized view of organizations is based on -------major principles. 6

True leaders must become "strategic" rather than---------- --. Operational

We know that we have qualities that can influence our actions. This is called ---------- Leadership: trait

- ----- theories imply that leaders can be trained: Behavioral

How many years ago, Dr. Lezotte and his colleagues identified the characteristics of a successful school? About 40 years ago

Dealing with complexity is the core of ------ management theory. Modern

This approach also sets the stage for later theories that viewed leadership in terms of manager's particular--------- --. Situation

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---------- designed a project scheduling model for increasing the efficiency of project execution and completion. Frederick Taylor

Leadership is strictly a----------centered work. The role of a leader is to get others to achieve an objective willingly. People

The leader should be the source of possibility-------- --. Thinking

The community as a whole works as a------- to tackle the issues of drug use, bullying, and gang activity, in an ideal situation. Team

Both leadership and management are interchangeable but-------. Different

----------argued that technology and production systems were critical aspects of organizational design: Joan Woodward

The work of leaders reflect from the no of: Followers

A school climate that is free from physical or verbal aggression harassment or discrimination is known as a ----------environment: Safe

Some traits are particularly suited to become --------- --. Leaders

Workers are more receptive to ---------- forces of peer groups than monetary incentives and management controls. Social

The core of modern management theory is to deal with: complexity

According to------ theory, leaders are born and not made. Great man

The ---------- will create policies and teams for smooth functioning of the organization. Manager

Which leadership style sets SMART goals for everyone? Transformatioal

Transactional leadership was first described by Max Weber in ------. 1947

In which type of leadership style a leader uses a number of in direct patterns to help- the group reach a consensus or accomplish the task? Facilitative

In which leadership style, leaders Focused on the future of the followers and moves them towards it: Visionary

- -------- leader is self-confident and can attract followers by his great influence

Charismatic

There are------- 's of Transformational leadership. 4

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- ----------leadership, leaders follow rules rigorously, and ensure that their people follow procedures precisely. Bureaucratic

The most prominent of these is _____whose theory of transformational and transactional leadership is used most often. Bass

Above is expressed in a ..... business plan

Which leadership style constantly sell the vision and build a strong network of high potential? Transformational

Which type of leadership style focused on effecting revolutionary change in organizations through a commitment to the organization's vision? Transformational

Which is considered the most critical component of charismatic leadership?

a vision

Democrative leadership improves the sharing of experiences and--------within the business. Ideas

In a -------leadership, leader is not expected to know everything, and this is why s/he employs knowledgeable and skilled people. Democratic/ Participative Leadership

Paternalistic style lies between the----------and--------- style. autocratic, democrative

The leaders who focused exclusively on getting the job done are called: task oriented

A leader who is bossy and uses fear and threats to get the job done is using ---------style. Autocratic/ Authoritarian Leadership

In-------- style the leader does not take the advice of his employees. Autocratic

In which type of leadership style a leader uses a number of in direct patterns to help- the group reach a consensus or accomplish the task? Facilitative

Who identified the transformational leadership style? Burns

Transformational leadership may be a personality trait rather than a____that can be developed. Behaviour

Kurt Lewin and his co researchers conducted the first major study of leadership styles in -------. 1939

Who differs from Burns' in viewing transactional and transformational leadership not as being at opposite sides on a continuum but as two different facts? Bass

- ----------oriented leadership focuses on organizing, supporting, and developing the people participation leading to teamwork and creative collaboration. People

Transformational leadership helps an education organization with teaching and learning, and ____ Decision Making

_____is the ability to influence a group toward the achievement of goals.

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Leadership

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In which leadership style the vision is developed through understanding values of the followers? Transformatioal

The first step in the process of transformational leadership is _____development of the vision

A _____leader transcends his interests for the good of the company.

Transformational

Which type of leader has high concern for production and use rewards for compliance and loyalty? Paternalistic

_____is an essential part of the business acumen of a transformational leader. Human resource development

Laissez fair is a-------word. French

A leader can build trust with people by being _____in the interactions open and honest

Which from the following leader focus attention on their people and work hard to help the people achieve their goals and dreams? Transformatioal

Which leadership style is rooted in person to comprise strict discipline and authority? Paternalistic

Which leadership style plays an important role in educational organization? Transformational

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