EDU602 Quiz 3 File by Tanveer Online Academy

Risky information is excluded in ----- bias.	Omission
Which type of leaders have ambition not for themselves but for their organizations?	Level 5
Process of generating new ideas, views and systems to solve problems and arrive at decisions efficiently is called ------.	Creativity
When leaders devote all their energy to pursue the one thing to make it best, which concept they are following?	The hedgehog concept
----- plans specifically define necessary decisions and actions to be taken by functional departments.	Operational
A _____ leader has five leadership qualities - individual capability, team skills, managerial competence, the ability to stimulate others to high performance, and a blend of personal humility and professional will.	Level-5
A Level 5 leader demonstrates strong professional will and is not discouraged from producing____ against all difficulties	best long-term results
In ----- we determine alternatives & evaluate for best option Output.	Processing phase
The leadership level immediately below the Level 5 leadership is called____ and works towards reinforcing followers' commitment to a compelling vision.	effective leader
The process of setting goals and courses of action, developing rules and procedures, and forecasting future outcomes is:	Planning
------- decisions are temporary decisions.	Reversible

Good-to-great transformation is _____ process and gradually builds up momentum, till there is a breakthrough.	an evolutionary
Good-to-great leaders confront the most_____ of their current reality, with absolute faith that they will succeed in the end.	brutal facts
Operational plans are also called:	Tactical plans
------ decision involves certainty and assurance of the initial results before a final decision is made.	Experimental
A structured unit of people who work together and coordinate their actions to achieve a collective goal is	Organization
People, their skills, machinery, raw materials, computers and IT, patents, financial capital are known as:	Resources
------- is the means, or specific activities, that are planned to achieve the objectives.	Actions
According to -------, If you fail to plan you are planning to fail.	Benjamin Franklin
_____organizations lurch back and forth with radical change programmes.	Mediocre
When things go right, a Level 5 leader apportions credit to___	Others
Strategic plans are set by:	Top management
The first step in decision making process is ----------.	Identify the problem
Specific results toward which effort is directed are called ------.	Objectives
-------- is a play-safe method before committing to anything.	Trial and error decisions
------- leaders seek help when they need it.	Level 5
A Level 5 leader creates superb results by working as a catalyst in the transition from ___	good to great
Level 5 leaders practice____ to ensure that their organizations become even more successful in the next generation.	succession planning
Level 5 leaders believe in____	building abilities of team members
Leadership can be broken down into three sides, situation, followers and--------	Leaders
There are ----- sides of level five leadership.	2
Effective leader is the ------ level of level five leadership.	Second
Alternative courses of actions to be followed in the events of unexpected environment comes under:	Contingency plans
The mental process of making a wise judgment focusing on personal conviction and actions is called -------.	Critical thinking skill
One great characteristic of the Level 5 leaders is that they have the skill to --------.	get the right people on the bus
---------- is the process of thinking about and organizing the activities required to achieve a desired goal.	Planning
------- knows a little about many things.	Fox
As a ------, decision-making requires knowledge of method, and rule or principle concerning the issue or problem	Science

The plans that includes day to day activities of the organization are called ----- plans.	**Operational**
------- is a necessary element for taking an organization from good to great – but it's not the only one.	**Level 5**

Command group is a type of: Formal group

------ standards measure work efforts that go into a performance task. Input

The group formed by an organization to accomplish narrow range of purposes within a specified time are: Task group

The manager's primary tool for determining whether instructions have been understood and accepted is: feedback

Jeffrey inspired leaders to seek power through evidence-based management.

The main components of the communication model include all of the following except: premack principle

Fredrick Herzberg researched to determine the effect of attitude on motivation.

When a bank robber points a gun at a bank employee his base of powers is: coercive

There are 3 types of organizational control.

Need to measure progress, offer feedback and direct their teams to succeed: Managers

Command group is a type of: formal group

The drives within a person that account for the degree, direction and persistence of the effort spent at work : motivation
While managing political behaviors in organization, the manager requires discoraging: self interest

There are 2 ways of comparing results with objectives and understand:

Of the following which is a purpose not served by communication in organization: all

Input Standards measure work efforts that go into a performance task.

Budgeting is more of a bargaining game to acquire additional funding and less of a planning tool

A group voluntarily or spontaneously formed by its members rather than by the organization is called: informal group

Budgeting is more of a bargaining game to acquire additional funding and less of a planning tool

Characteristics related with job dissatisfaction are: hygiene

Regulatory process that directs the activities of an organization to achieve anticipated goals and standards: managing control

Social gathering and small group networks are examples of: informal communication channels

Reward works for excellent performance through opportunities.

The power that originates from a right by virtue of organizational hierarchy is which of the following: position

The stage in which members come to understand and to accept responsibilities: norming

Selfishness in a manager such as using power gain, is often associated with: immoral managers

Budget factor are of 2 types
Efficiency refers to the relationship of inputs and outputs – relevant to the use of resources

Effectiveness can be viewed in 3 ways

Budget formulation has four basic steps.

In adjourning group has: completed its work

A threatened strike action by a labor union to force the management to accept their demands is an example of which of the following power: coercive power

Expert power is closely related to a climate of trust.

Strategic plans are only made by top managers.

Decision making the process of selecting one alternative from among a number of alternatives available

Trial and error decisions are a play-safe method before committing to anything.

The long term outcome must be considered in making quick decisions

Expert power is closely related to a climate of trust.

Coercive power may lead to temporary compliance by subordinates

Job enlargement refers to the basic changes in content and responsibilities of jobs as to satisfy higher motivational needs.

Job enrichment includes not only an increased variety of tasks, but also provides an employee with more responsibility and authority

Productivity is low during the forming stage of team development.

Monetary rewards include increase in pay, profit sharing, bonuses, staff discounts, company shares, etc.

Jeffrey inspires leaders to seek power through evidence-based management

Bruner's first stage is enactive.

Experimental decisions involves certainty and assurance of the initial results before a final decision is made

The plans that directly support the implementation of strategic plans are called tactical plans.

Cognitive biases the individual's thinking patterns based on his/ her observations and conclusions that may sometimes lead to false assumptions, wrong judgments, and faulty reasoning.

Planning process of setting goals and courses of action, developing rules and procedures, and forecasting future outcomes.

Goal: A specific result to be achieved; the end result of a plan.

There are three levels of plans.

In the processing phase, we determine alternatives & evaluate for best option.

Group decisions are also known as consensus.

Manager chooses inappropriate goals to pursue, but make good use of resources to achieve these goals high efficiency and high effectiveness.

Job enlargement increases the variety of tasks a job includes.

Input Standards measure work efforts that go into a performance task.

Storming characterized by competition and strained relationships among team members.

Of the following, which is a purpose not served by communication in organizations?

Coordination of actions sharing of information Satisfaction of social needs d. All of the above are purposes served by communication

Effectiveness can be viewed in three ways.

Budget formulation has four basic steps.

Conflict Awareness Model 1 can be classified in four groups

False conflict Occurs when people have common interests, but antagonistic behavior

Open conflict Occurs when people who have different interests demonstrate it with antagonistic behaviors.

Latent conflict When people have different interests, but do not respond with antagonistic behavior

No conflict Occurs when people have common interests and compatible behavior

Human Relations View Was popular from 1940's to 1970's

Interpersonal conflict refers to a conflict between two individuals

Finance management have broad term that defines two related activities

Mr.Danish has a job which pays an excellent salary. He has a good relationship with his peers and his supervisors. He also likes the fact that the company policy fits well with what he personally believes, and that he has received considerable recognition for his achievements at the company. Which of these factors is 'MOST likely' responsible for the fact that Danish loves his job? Recognition for his achievements

The group formed by an organization to accomplish narrow range of purposes within a specified time are ---------. Task Group

The study of factors which profoundly affect how people and groups act, think, feel, and respond to work and organizations is called: Organizational behavior