1. Management involves a number of skills. According to Bartol, which is the most basic?
   A. Reflection.
   B. Organisation.
   C. Planning.
   D. Managing.

2. The term that most accurately describes two or more persons engaged in a systematic effort to produce goods and services is:
   A. manufacturing.
   B. organisation.
   C. planning.
   D. communication.

3. Which of the following is not one of the major functions of management?
   A. Leading
   B. Planning
   C. Organising
   D. Monitoring

4. Which of the following is one of the major functions of management?
   A. Disseminating
   B. Disturbance handling
   C. Organising
   D. Communicating

5. The management function of planning consists of two parts – setting goals and:
   A. regulating the activities to reach them.
   B. deciding how best to achieve them.
   C. arranging resources to achieve them.
   D. influencing others to work toward them.

6. Which one of the following is not a part of the organising function of management?
   A. Determining which tasks are to be done
   B. Determining how tasks are grouped into jobs
   C. Determining who shall staff each job
   D. Determining incentive awards for high performers

7. Leading is the management function that involves:
   A. proper allocation of resources to perform the task.
   B. helping to outline the vision for the organisation.
   C. motivating members to work as effectively and efficiently as possible.
   D. regulating departmental activities.

8. Which of the following best describes the aim of the controlling function of management?
   A. Building relationships with subordinates
   B. Transmitting information internally that is obtained from either internal or external sources
   C. Regulating activities so that actual performance conforms to expected performance
   D. Encouraging necessary levels of change and innovation
9. Which of the following is not one of the findings from Mintzberg's study of managers as regards their work methods?
   A. Managers spend considerable quiet time in their offices reviewing formal reports
   B. Managers work at an unrelenting pace
   C. Managers spend a short amount of time on a wide variety of issues throughout the day
   D. Managers tend to use verbal as opposed to written communications

10. In Mintzberg's study of top managers, which of the following characteristics did not apply to the work of managers?
    A. Brevity
    B. Fragmentation
    C. Reliance on formal communications
    D. Wide variety of issues throughout the working day

11. Mintzberg found that managers relied heavily on networks for part of their communications. By 'networks', Mintzberg referred to:
    A. the ability to access anyone by personal computer.
    B. a set of cooperative relationships with a number of individuals.
    C. just the friendships formed in the workplace.
    D. project teams directed by middle managers.

12. Mintzberg found that managers frequently relied on different sets of individuals with whom they had cooperative relationships for obtaining and transmitting information. Mintzberg called these sets of relationships:
    A. teams.
    B. networks.
    C. ad hoc committees.
    D. informal groups.

13. One result of Henry Mintzberg's study of managers was finding out a great deal of information about what managers do, that is, the roles that managers perform. Which one of the following is a false statement concerning managerial roles?
    A. A role is defined as an organised set of behaviours associated with a particular position.
    B. Any given position usually requires strict attention to one or possibly two roles.
    C. Mintzberg identified three general types of roles and ten more specific roles of managers.
    D. None of the given answers is false

14. Three roles of managers were identified as being subsets of Mintzberg's broader informational role. Which of the following is not one of them?
    A. Spokesperson
    B. Monitor
    C. Liaison
    D. Disseminator

15. Three roles of managers were identified as being subsets of Mintzberg's broader interpersonal role. Which of the following is not one of them?
    A. Leader
    B. Liaison
    C. Figurehead
    D. Spokesperson

16. Which of the following roles of managers identified by Mintzberg is not considered to be a subset of the more general decisional role?
    A. Monitor
    B. Resource allocator
    C. Disturbance handler
    D. Entrepreneur
17. Which of the following of Mintzberg's 10 specific managerial roles is best described as building relationships with subordinates and communicating with, motivating and coaching them?
   A. Figurehead
   B. Leader
   C. Entrepreneur
   D. None of the given answers

18. Which of the following of Mintzberg's 10 specific managerial roles is described as transmitting information internally that is obtained from either internal or external sources?
   A. Liaison
   B. Spokesperson
   C. Entrepreneur
   D. Disseminator

19. A 'work agenda' is best described as being:
   A the weekly production schedule determined from customer orders after it has been broken down into specific departmental assignments.
   B. the manager's appointment calendar.
   C. a set of goals and tasks the manager is tentatively working on in addition to more formal organisation plans.
   D. the formal organisation plans as determined by the general manager.

20. Work agendas are:
   A. unnecessary because they are only rough outlines.
   B. sometimes relevant or irrelevant according to the situation.
   C. necessary to ensure efficient management.
   D. separate to guidelines.

21. Stewart (1982) identified three main factors on a manager's work agenda, they are:
   A. demands, constraints and networks.
   B. demands, choices and constraints.
   C. work roles, constraints and job level.
   D. appointments, choices and constraints.

22. Which of the following was identified as being one of the main factors in determining a manager's work agenda?
   A. Job constraints
   B. Work roles
   C. Networks
   D. Job level

23. In order for managers to develop work agendas, act out roles and engage in the major functions of management, they need a sound knowledge base and:
   A. firmly established networks.
   B. supportive supervisors.
   C. motivated subordinates.
   D. key management skills.

24. A manager's 'knowledge base' can include information about all of the following except:
   A. an industry and its technology.
   B. the personal lives of subordinates.
   C. company goals and plans.
   D. company culture and personalities of organisational members.
25. Information about an industry and its technology, company policies and practices, and important suppliers and customers is part of a manager's:
   A. role.
   B. Function.
   C. management skills.
   D. knowledge base.

26. The ability to engage in a set of behaviours that are functionally related to one another and that lead to a desired performance level describes:
   A. a management skill.
   B. a network.
   C. a project.
   D. a work agenda.

27. Managers need three skill types. Which of the following is not one of them?
   A. Informational
   B. Technical
   C. Conceptual
   D. Human

28. All managers require high levels of:
   A. human skills.
   B. conceptual skills.
   C. technical skills.
   D. intervention skills.

29. Performance in an organisation is made up of two important dimensions – efficiency and:
   A. effectiveness.
   B. agendas.
   C. choosing the appropriate skills and role.
   D. motivation.

30. The ability to choose appropriate goals and to achieve them best describes which of the following terms?
   A. Planning
   B. Effectiveness
   C. Entrepreneurship
   D. Management

31. How well resources are used in the process of achieving goals best describes which of the following terms?
   A. Planning
   B. Entrepreneurship
   C. Efficiency
   D. Technical

32. Organisations are efficient when:
   A. input resources are maximised.
   B. input resources are minimised.
   C. output resources are minimised.
   D. a fine balance has been established between input and output resources.
33. Managerial jobs vary according to two important dimensions: the vertical and the horizontal. Which of the following is a false statement regarding the vertical dimension?
   A. Job titles include 'first-line' and 'supervisor'.
   B. Managers at different vertical levels have different degrees of responsibility.
   C. Regardless of level, managers are all involved in the four functions of management in about the same proportions.
   D. Managers at each level require different combinations of managerial skills: technical, conceptual and human.

34. Middle managers are responsible for:
   A. overall organisational plans.
   B. supervision of administrative assistants and specialists.
   C. achieving organisational goals.
   D. All of the given answers

35. Vertical hierarchy barriers are impacted by:
   A. the boundaryless organisation.
   B. experience and knowledge of employees.
   C. internal boundaries.
   D. horizontal boundaries.

36. If technology is important to an organisation, top managers have to have some technical skills to:
   A. understand and evaluate technology.
   B. foster innovations and devise strategies to beat the opposition.
   C. lead the organisation efficiently.
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37. Reported causes of executive career derailment do not include:
   A. problems with interpersonal relationships.
   B. inability to build and lead a team.
   C. inability to develop and adapt.
   D. family problems.

38. An intrapreneur is a person who:
   A. is engaged in entrepreneurial roles in the organisation.
   B. innovates by creating new organisations.
   C. adapts their own work practices to suit the economic environment.
   D. finds and exploits new opportunities outside the organisation.

39. An orchestrator:
   A. is a high level manager.
   B. provides incentives to encourage new ideas.
   C. tests new ideas despite opposition.
   D. All of the given answers is correct

40. The person most likely to have the capacity to recognise an idea's significance, help get funding and facilitate implementation is a:
   A. first-line supervisor.
   B. middle manager.
   C. top manager.
   D. project manager.

41. In fulfilling the entrepreneurial role, managers are required to generate or support new ideas. This requires them to take another role, that of:
   A. orchestrator.
   B. ideas generator.
   C. sponsor.
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42. The difference between the vertical and horizontal dimensions of management is:
   A. that the vertical dimension relates to the hierarchical levels of the organisation and the horizontal to the nature of the responsibility area.
   B. that the vertical dimension relates to the nature of the responsibility area and the horizontal dimension to the hierarchical levels of the organisation.
   C. the vertical dimension refers to the skill level and the horizontal to the knowledge base.
   D. the vertical level only concerns the top management, whereas the horizontal dimension focuses on the employees of the organisation.

43. According to the horizontal dimension of managerial jobs, a general manager:
   A. is usually called the CEO.
   B. doesn't supervise multiple specialties or functional areas.
   C. has no responsibility for managing specialised areas.
   D. has primary managerial responsibility in a small organisation.

44. Managerial jobs vary according to two important dimensions: the vertical and the horizontal. Which of the following is a false statement regarding the horizontal dimension?
   A. Managers in differing specialisations are involved in different 'mixes' of the four major functions of management.
   B. The three major horizontal differentiations are functional, project and executive.
   C. Typical horizontal areas include human resources, finance, accounting and quality assurance.
   D. Managers for all vertical levels can usually be found in any responsibility area.

45. What makes the position of a project manager unique is that these managers have:
   A. responsibility for entire functional areas of the firm.
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   C. joint responsibility with other managers over certain individuals.
   D. hardly any responsibilities at all other than that of orchestrator for an extrapreneur's innovations.

46. Managers in the twenty-first century will be influenced by trends such as:
   A. total quality and continuous improvement.
   B. workforce diversity.
   C. the global perspective.
   D. All of the given answers are correct.

47. Surveys have found that 70 per cent of major American organisations have included diversity management programs into their activities. Their reasons are:
   A. they want to retain and attract the best talent and have a competitive advantage.
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   C. to motivate their employees.
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48. Programs known as Total Quality Management (TQM) are:
   A. responses to competitors' advances.
   B. only a philosophy hardly used in management.
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49. A learning organisation differs from a bureaucratic organisation in that it uses:
   A. mental models.
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50. How do the four major management functions relate to each other (in order for organisational goals to be achieved)?

51. What are the three generic roles of managers? Provide your understanding of whether or not they match the view of the four major management functions.

52. What are the main factors which influence a manager's work agenda?

53. What are the 10 managerial roles that managers engage in? Indicate with which of the three generic roles of managers each one fits.

54. How do agendas channel the efforts of managers?

55. What are the three types of skills necessary for a manager to achieve functionally related behaviours? Describe each skill and explain why it is important.
56. How do you differentiate between the concepts of efficiency and effectiveness? Give an example of the terms from your own experience.

57. In what ways does the job of a manager differ between hierarchical levels in an organisation?

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A. orchestrator.
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C. sponsor.
**D. idea champion.**

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**A. that the vertical dimension relates to the hierarchical levels of the organisation and the horizontal to the nature of the responsibility area.**
B. that the vertical dimension relates to the nature of the responsibility area and the horizontal dimension to the hierarchical levels of the organisation.
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C. Typical horizontal areas include human resources, finance, accounting and quality assurance.
D. Managers for all vertical levels can usually be found in any responsibility area.

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C. joint responsibility with other managers over certain individuals.
D. hardly any responsibilities at all other than that of orchestrator for an extrapreneur's innovations.

Managers in the twenty-first century will be influenced by trends such as:

A. total quality and continuous improvement.
B. workforce diversity.
C. the global perspective.
D. All of the given answers are correct

Surveys have found that 70 per cent of major American organisations have included diversity management programs into their activities. Their reasons are:

A. they want to retain and attract the best talent and have a competitive advantage.
B. they want to be known worldwide.
C. to motivate their employees.
D. they intend to move offshore.

Programs known as Total Quality Management (TQM) are:

A. responses to competitors' advances.
B. only a philosophy hardly used in management.
C. a set of guidelines for use by management.
D. a set of strong guidelines aiming to improve quality and customer demands, as well as competitive benchmarking.
49. A learning organisation differs from a bureaucratic organisation in that it uses:

A. mental models.
B. teams thinking.
C. personal mastery.
**D. All of the given answers are correct**

AACSB: Communication
Bartol - Chapter 01 #49
Difficulty: Moderate
EQUIS: Communicate
Graduate Attribute: Communication
Learning Objective: 8 Identify significant twenty-first century management trends
Section: Managing in the twenty-first century

50. How do the four major management functions relate to each other (in order for organisational goals to be achieved)?

The basic response is to identify the functions of planning, organising, leading and controlling; the four functions can be described as being connected in six ways. The use of the functions assists the process of organisational inputs to be used efficiently to create effective outputs.

AACSB: Communication, Analytic
Bartol - Chapter 01 #50
Difficulty: Easy
EQUIS: Apply knowledge, Communicate, Analyse
Graduate Attribute: Communication
Learning Objective: 1 Explain four management functions and their interrelationships
Section: Management: An Overview

51. What are the three generic roles of managers? Provide your understanding of whether or not they match the view of the four major management functions.

Students must nominate the interpersonal, informational and decisional roles of managers. The generic roles describe the behaviours (how) of managers in undertaking the four major management functions (what).

AACSB: Communication, Ethics, Reflective thinking
Bartol - Chapter 01 #51
Difficulty: Easy
EQUIS: Communicate, Analyse, Evaluate/form judgements
Graduate Attribute: Communication, Problem solving, Self-management
Learning Objective: 2 Identify three common managerial work methods that influence what managers do and provide practical examples of how these apply
Section: What managers actually do

52. What are the main factors which influence a manager's work agenda?

The three factors that impact upon the manager's work agenda are the demands, constraints and choices associated with the job.

AACSB: Communication
Bartol - Chapter 01 #52
Difficulty: Easy
EQUIS: Apply knowledge, Communicate
Graduate Attribute: Communication
Learning Objective: 4 Identify the main factors influencing work agendas and how these agendas can channel managers efforts
Section: What managers actually do
53. What are the 10 managerial roles that managers engage in? Indicate with which of the three generic roles of managers each one fits.

The answer requires two parts; namely, listing each of the 10 managerial roles in the three categories of generic roles described by Mintzberg. The best response would include an explanation of each term; e.g., the Monitor seeks internal and external information about issues affecting organisation.

54. How do agendas channel the efforts of managers?

A basic response is that agendas help managers accomplish their missions through short term job responsibilities, events and opportunities. Aspects of a manager's workday, contacts and networks may be identified as a means of reaching the manager's goals.

55. What are the three types of skills necessary for a manager to achieve functionally related behaviours? Describe each skill and explain why it is important.

The question requires identification of technical, human and conceptual skills; these need to be explained and linked to the need for managers to be efficient and effective in their performance roles.

56. How do you differentiate between the concepts of efficiency and effectiveness? Give an example of the terms from your own experience.

The student's response should include a basic definition of each term. The text has a practical example from McDonald's which provides a clue on practical use of the terms. The best response would include Drucker's differentiation that effectiveness is doing the right thing and efficiency is doing things right.
57. In what ways does the job of a manager differ between hierarchical levels in an organisation?

The difficulty with this question is in the complexity of the answer. Hierarchical levels are different from horizontal ones. Also managerial jobs involve first line, middle and top managers. The response may discuss horizontal responsibility areas with vertical levels of management, variations in the functions of management at different levels and the skills necessary at each level. The latter may be linked to causes of executive career management.

58. In what ways can managers foster innovation through the entrepreneurial role?

A response may begin with the definition of the term innovation, and illustrate how innovation results from an entrepreneurial role by the manager. Entrepreneurship may be differentiated from intrapreneurship and then related to work at different levels of the organisation. Specific roles such as ideas champion, sponsor and orchestrator can be explained.

59. What are the major challenges faced by managers in the 21st century?

New management assumptions for the 21st century have been suggested by Peter Drucker. Managers are required to watch for future trends and be flexible enough to promote change in the organisations. Change and innovation, managing a diverse workforce and developing a global perspective are ongoing challenges. In addition, continuous improvement processes such as TQM and BPR, as well as use of the internet, may be described as necessary to maintain sustainability, manage knowledge and the learning organisation in the new century.
## 1 Summary

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<tr>
<td>AACSB: Communication, Ethics, Reflective thinking</td>
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<tr>
<td>Bartol - Chapter 01</td>
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<tr>
<td>Difficulty: Easy</td>
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<tr>
<td>Difficulty: Hard</td>
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<tr>
<td>Difficulty: Medium</td>
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<tr>
<td>Difficulty: Moderate</td>
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<tr>
<td>EQUIS: Apply knowledge, Communicate</td>
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<tr>
<td>EQUIS: Apply knowledge, Communicate, Analyse</td>
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<tr>
<td>EQUIS: Apply knowledge, Communicate, Analyse, Conceptualise/ synthesise</td>
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<tr>
<td>EQUIS: Apply knowledge, Communicate, Analyse, Evaluate/ form judgements, Conceptualise/ synthesise</td>
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<td>EQUIS: Communicate, Analyse</td>
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<td>EQUIS: Communicate, Analyse, Evaluate/ form judgements</td>
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<tr>
<td>Graduate Attribute: Communication</td>
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<td>Graduate Attribute: Communication, Problem solving</td>
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<td>Graduate Attribute: Communication, Problem solving, Initiative and enterprise</td>
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<tr>
<td>Graduate Attribute: Communication, Problem solving, Lifelong learning</td>
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<td>Graduate Attribute: Communication, Self-management</td>
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<tr>
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<tr>
<td>Learning Objective: 1 Explain four management functions and their interrelationships</td>
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<tr>
<td>Learning Objective: 2 Identify three common managerial work methods that influence what managers do and provide practical examples of how these apply</td>
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<tr>
<td>Learning Objective: 3 Describe the 10 major roles that managers need to engage in</td>
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<td>Learning Objective: 4 Identify the main factors influencing work agendas and how these agendas can channel managers efforts</td>
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<tr>
<td>Learning Objective: 5 Delineate the major managerial skill types</td>
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<tr>
<td>Learning Objective: 5 Delineate three major managerial skill types</td>
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<tr>
<td>Learning Objective: 6 Distinguish between effectiveness and efficiency in regard to organisational performance</td>
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<tr>
<td>Learning Objective: 7 Explain how managers jobs differ between hierarchical levels and how managers can foster innovation through the entrepreneurial role</td>
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<tr>
<td>Learning Objective: 8 Identify significant twenty-first century management trends</td>
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<tr>
<td>Section: Management: An Overview</td>
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<tr>
<td>Section: Managerial job types</td>
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<td>Section: Managerial knowledge, skills and performance</td>
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<td>Section: Managing in the twenty-first century</td>
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<td>Section: What managers actually do</td>
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