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| **Ali məktəbin adı** | Azərbaycan Dövlət İqtisad Universiteti (UNEC) |
| **İxtisasın adı** | Biznesin idarə edilməsi |
| **Fənnin adı** | Biznesin əsasları |
| **Təhsil səviyyəsi**  | Bakalavriat |
| **Fənn bölümü (Ümumpeşə / İxtisas)** | Ümumpeşə |
| **Fənn bölümündə neçənci fəndir** |  |
| 1. | Which of the following is characterized by having few sellers, similar prices among sellers, and difficult market entry? |  |
| a) | oligopoly | + |
| b) |  pure competition |  |
| c) | monopoly |  |
| d) |  monopolistic competition |  |
| e) |  state socialism |  |
| 2. | In an oligopoly, when one firm reduces its prices, how do other sellers react? |  |
| a) | There is no reaction from other firms to change their prices. |  |
| b) | Other firms reduce their prices also, usually quite quickly. | + |
| c) |  Other firms may reduce their prices, but usually gradually. |  |
| d) | Other firms are not usually aware that price has changed. |  |
| e) | There is a combined response from other firms to stabilize prices. |  |
| 3. | Which of the following is the MOST likely pricing approach for a monopoly? |  |
| a) | Charge customers whatever you please. |  |
| b) |  Give customers a real bargain on price. |  |
| c) |  Charge a price that will not cause consumer demand to drop. | + |
| d) | Undercut the prices of the competition. |  |
| e) | Give customers a fair price that cannot be matched by competitors. |  |
| 4. | What term do economists use for the pattern of short-term expansions and contractions in the economy? |  |
| a) |  business cycle | + |
| c) | aggregate output |  |
| d) |  standard of living |  |
| d) | consumer price index |  |
| e) | purchasing power parity |  |
| 5.  | Which indicator refers to the total quantity of goods and services produced by an economic system during a given period? |  |
| a) |  the business cycle |  |
| b) |  aggregate output | + |
| c) |  gross domestic product |  |
| d) |  the consumer price index |  |
| e) | gross national product |  |
| 6. | Azucks is a socially responsible American company engaged in the manufacture of sports shoes. The CEO cautions that there is a disadvantage associated with the company planning increased globalization of production. Which of the following is the MOST likely disadvantage he is referring to? |  |
| a) |  Heavy job losses can ensue in the domestic market. | + |
| b) |  Greater disparities in living standards will emerge. |  |
| c) |  Trade barriers will be reduced between countries. |  |
| d) |  Substantial job losses will occur in developing markets. |  |
| e) | Increased competition will emerge between companies. |  |
| 7. | A financial analyst has noticed a serious rise in inflation. What course of action might the financial analyst advise the government to take in order to reduce inflation? |  |
| a) |  The government can lower taxes. |  |
| b) | The government can raise taxes. | + |
| c) |  Encourage the government to increase spending. |  |
| d) |  Encourage consumers to increase spending. |  |
| e) | Encourage the government to increase spending and lower taxes. |  |
| 8. | The global business environment encompasses many international forces that influence the outcomes of companies doing business in foreign countries. Which of the following scenarios would BEST count as evidence of globalization? |  |
| a) |  Diamonds mined in Country X are sold on the markets in Country Y. The proceeds are then used to fund a coup against the government in Country X. |  |
| b) |  A natural disaster disables factories in Country X that produce computer chips for Company Y. Company Y reduces the number of employee shifts and raises the price of its products. | + |
| c) |  Farmers in Country X have lost most of their wheat crops due to a drought. The market price for wheat triples and the government pays the farmers for a percentage of the lost wheat. |  |
| d) |  Country X has almost mined all of its available natural energy sources. The government has been investing in alternative energy research for years and now an efficient synthetic energy source has been developed. |  |
| e) | Country X has raised the tax on oil products. As a result more people are taking public transportation and reducing unnecessary car travel. |  |
| 9. | The CEOs of Company A and B are investigating expansion into new markets, which will provide greater trade volume. Which scenario describes an economic environment that is most suitable for an importing-exporting opportunity? |  |
| a) | Country X invests primarily in its textile industry, while Country Y focuses on producing high-yield crops. | + |
| b) |  Company A is willing to provide parts used in the production of equipment by Company B in exchange for discounts on manufacturing equipment. |  |
| c) |  The southern region of Country X over-produces a wide range of produce, while few crops can be efficiently grown in the northern region. |  |
| d) |  Company A and Company B are exploring the possibility of a joint venture to provide goods to Country X. |  |
| e) | Country X is looking to invest in foreign markets and Country Y currently has a large trade deficit. |  |
| 10. | Robert has established a start-up business manufacturing a range of outdoor wear for the leisure market. Which possible scenario would BEST show that Robert is positioning his business for the global business market? |  |
| a) |  Robert launched a Web site for his business and hired two new employees to handle national and international shipping. | + |
| b) |  Robert launched a Web site and filmed a commercial for television and recorded a radio version for local stations. |  |
| c) |  Robert created a page for his business on a networking site and offered store coupons to his first 100 friends. |  |
| d) |  Robert had his Web site translated into Korean in order to better serve the local Korean community. |  |
| e) | Robert took a full-page ad out in the state's official tourism brochure. |  |
| 11. | What is a chief goal of an economic system? |  |
| a) |  economic stability | + |
| b) |  income equality |  |
| c) |  money supply growth |  |
| d) |  national debt reduction |  |
| e) | product innovation |  |
| 12. | Why has climate change become a major issue for both business and government? |  |
| a) |  The body of scientific evidence is inconclusive. |  |
| b) |  The solutions to the problems are unanimous. |  |
| c) |  The weather patterns are becoming increasingly uniform. |  |
| d) |  The change in climate patterns affects the entire planet. | + |
| e) | The effects are confined to national boundaries. |  |
| 13. | SeaBreeze Sailing Company manufactures sailboats for personal pleasure use. Which of the following would suggest that SeaBreeze Sailing Company is NOT committed to corporate social responsibility? |  |
| a) |  Sailboats are available for customer rental only when weather conditions are safe. |  |
| b) |  The boats are constructed from scarce or nonrenewable natural resources. | + |
| c) |  Employees are provided with excellent vacation packages. |  |
| d) |  The company engages in practices that benefit local investors. |  |
| e) | Advertisements for sailboat rentals contain correct pricing information. |  |
| 14.  | Which one of the following organizations has as its primary function the regulation of advertising and pricing practices? |  |
| a) | Food and Drug Administration (FDA) |  |
| b) |  Federal Trade Commission (FTC) | + |
| c) |  Federal Communication Commission (FCC) |  |
| d) |  Securities and Exchange Commission (SEC) |  |
| e) | Small Business Administration (SBA) |  |
| 15. | What is it called when two or more firms agree to collaborate on wrongful acts? |  |
| a) |  monopolizing |  |
| b) |  consumerism |  |
| c) |  collusion | + |
| d) |  brokering |  |
| e) | business as usual |  |
| 16.  | What is the term used to describe a situation when increased demand leads to overly steep and often unwarranted price increases? |  |
| a) |  price fixing |  |
| b) |  price matching |  |
| c) |  price stabilization |  |
| d) |  price gouging | + |
| e) | price comparison |  |
| 17. | Which of the following is NOT an element of green marketing? |  |
| a) |  profitability | + |
| b) |  sustainability |  |
| c) |  production processes |  |
| d) |  product modification |  |
| e) | packaging reduction |  |
| 18. | Which of the following has NOT been identified as a basic consumer right? |  |
| a) |  a right to safe products |  |
| b) |  a right to low prices | + |
| c) |  a right to be heard |  |
| d) |  a right to choose what they buy |  |
| e) | a right to be informed about a product |  |
| 19. | What is the term for an employee who detects and tries to put an end to a company's unethical, illegal, and/or socially irresponsible actions by publicizing them? |  |
| a) |  fast-track manager |  |
| b) |  whistle-blower | + |
| c) |  corporate lookout |  |
| d) |  government inspector |  |
| e) | blue sky thinker |  |
| 20. | Chang is the CEO of a local furniture business. He is very committed to treating his customers with honesty and fairness. At the end of a long day, Chang knowingly accepts a $20 bill that a customer accidentally hands him instead of a $1 bill. Which of the following is MOST likely to be true of Chang? |  |
| a) |  He has a highly developed set of personal ethics. |  |
| b) |  His entire business is based on unethical principles. |  |
| c) |  He has acted in a manner that runs counter to his business ethics. | + |
| d) |  His personal ethics and business ethics are consistent. |  |
| e) | He learned his business ethics from his employees. |  |
| 21. | What act was passed in 2002 as a response to a number of highly publicized accounting scandals? |  |
| a) |  Sarbanes-Oxley Act | + |
| b) |  McCain-Feingold Act |  |
| c) |  Securities and Exchange Act |  |
| d) |  Accounting Standards Act |  |
| e) | Dodd-Frank Act |  |
| 22. | What is the full meaning of the acronym GAAP? |  |
| a) |  general action accounting points |  |
| b) |  gradually accepted activity positions |  |
| c) |  generally accepted accounting principles | + |
| d) |  greater antagonistic action plans |  |
| e) | general action audit principles |  |
| 23. |  Which of the following types of venue is favored by small-business retailers? |  |
| a) |  superstore |  |
| b) |  catalog showroom |  |
| c) |  specialty shop | + |
| d) |  department store |  |
| e) | studio workroom |  |
| 24. | What does a start-up company need in order to estimate the required size of a plant, store, or office, to decide how much inventory to carry, and to determine how many employees to hire? |  |
| a) |  sales forecast | + |
| b) |  tax estimate |  |
| c) |  business objective |  |
| d) |  stock options |  |
| e) | funding source |  |
| 25. | What are specific locations of Ramada, McDonald's, and Subway examples of? |  |
| a) |  government entities |  |
| b) |  university sponsored businesses |  |
| c) |  franchises | + |
| d) |  networking businesses |  |
| e) | cooperatives |  |
| 26. | Which of the following is the MOST significant disadvantage of franchising? |  |
| a) |  high start-up costs | + |
| b) |  risk of failure |  |
| c) |  difficulty in obtaining financing |  |
| d) |  lengthy contracts |  |
| e) | high cost of operation |  |
| 27. | What is the major drawback of accepting venture capital? |  |
| a) |  sharing company control | + |
| b) |  having to pay high interest rates |  |
| c) |  limiting expansion |  |
| d) |  facing a short repayment period |  |
| e) | having to write a proposal |  |
| 28. | Which of the following are groups of small investors seeking to make profits on companies with rapid growth potential? |  |
| a) |  community banks |  |
| b) |  venture capital companies | + |
| c) |  equity managers |  |
| d) |  government securities dealers |  |
| e) | stock brokers |  |
| 29. | Which of the following is federally licensed to borrow money from the Small Business Administration to invest in or lend to small businesses? |  |
| a) |  SCORE |  |
| b) |  SBICs | + |
| c) |  SBDC |  |
| d) |  FDIC |  |
| e) | SEC |  |
| 30. | Which of the following is the MOST significant recent trend in small-business start-ups? |  |
| a) |  entrepreneurs who cross over from big business |  |
| b) |  increased opportunities for minorities |  |
| c) |  increased opportunities for women |  |
| d) |  emergence of e-commerce | + |
| e) | global economic downturn |  |
| 31. | According to SBA estimates, what percent of all new businesses can expect to survive for at least four years? |  |
| a) |  14 percent |  |
| b) |  24 percent |  |
| c) |  44 percent | + |
| d) |  64 percent |  |
| e) | 84 percent |  |
| 32. | ABC Company in the United States has given exclusive rights to XYZ Company in Switzerland to manufacture its products. What is this is an example of? |  |
| a) |  a foreign direct investment |  |
| b) |  a licensing arrangement | + |
| c) |  a branch office setup |  |
| d) |  a strategic alliance |  |
| e) | an import-export relationship |  |
| 33. | The ABC Paint Company in the United States has joined forces with the 1-2-3 Plastics Company in Italy to create a nonpeeling, plastics-based paint. Both companies intend to share the research costs and any profits. What is this an example of? |  |
| a) |  a licensing arrangement |  |
| b) |  a branch office setup |  |
| c) |  a strategic alliance | + |
| d) |  a foreign direct investment |  |
| e) | an import-export relationship |  |
| 34. | Which of the following denotes the international organization strategy of finding a partner in the country in which a company would like to conduct business? |  |
| a) |  opening a branch office |  |
| b) |  developing a strategic alliance | + |
| c) |  forming an independent agency |  |
| d) |  outsourcing |  |
| e) | investing directly in a foreign venture |  |
| 35. | Ford, an American car company, purchased Volvo, which is based in Sweden. What is this an example of? |  |
| a) |  a multinational firm |  |
| b) |  an independent agency |  |
| c) |  a licensing arrangement |  |
| d) |  a foreign direct investment | + |
| e) | a strategic alliance |  |
| 36. | Which of the following denotes a government order forbidding exportation and/or importation of a particular product from a particular country? |  |
| a) |  tariff |  |
| b) |  embargo | + |
| c) |  subsidy |  |
| d) |  local content law |  |
| e) | business practice law |  |
| 37. | Many governments require that products sold in their particular country be at least partly made there. This policy involves what type of laws? |  |
| a) |  quota laws |  |
| b) |  local content laws | + |
| c) |  business practice laws |  |
| d) |  free trade laws |  |
| e) | subsidy laws |  |
| 38. | Which of the following refers to associations of producers that control supply and prices? |  |
| a) |  independent agencies |  |
| b) |  cartels | + |
| c) |  trade alliances |  |
| d) |  multinational firms |  |
| e) | trade monopolies |  |
| 39. | Which of the following refers to the practice of selling a product abroad for less than the cost of production? |  |
| a) |  exporting |  |
| b) |  importing |  |
| c) |  dumping | + |
| d) |  safeguarding |  |
| e) | offshoring |  |
| 40.  | Which aspect of the management process involves determining what the organization needs to do and how best to get it done? |  |
| a) |  organizing |  |
| b) |  planning | + |
| c) |  controlling |  |
| d) |  processing |  |
| e) | monitoring |  |
| 41. | Which type of manager is responsible for implementing the strategies, policies, and decisions made by top managers? |  |
| a) |  first-line manager |  |
| b) |  middle manager | + |
| c) |  supervisory manager |  |
| d) |  office manager |  |
| e) | financial managers |  |
| 42. | Which type of manager spends most of their time working with and supervising the employees who report to them? |  |
| a) |  first-line managers | + |
| b) |  information managers |  |
| c) |  top managers |  |
| d) |  chief executive officers |  |
| e) | operations managers |  |
| 43. | What type of skills are needed to understand and work well with people in the workplace? |  |
| a) |  human relations skills | + |
| b) |  technical skills |  |
| c) |  conceptual skills |  |
| d) |  motor skills |  |
| e) | decision-making skills |  |
| 44. | Which of the following refers to a person's ability to think in the abstract, to diagnose and analyze different situations, and to see beyond the present situation? |  |
| a) |  human relations skills |  |
| b) |  decision-making skills |  |
| c) |  conceptual skills | + |
| d) |  production skills |  |
| e) | technical skills |  |
| 45.  | What type of skills requires defining problems and selecting the best course of action to take? |  |
| a) |  human relations skills |  |
| b) |  production skills |  |
| c) |  conceptual skills |  |
| d) |  decision-making skills | + |
| e) | technical skills |  |
| 46. | What identifies performance targets used by organizations and their managers to measure success or failure at every level? |  |
| a) |  tactics |  |
| b) |  goals | + |
| c) |  strategies |  |
| d) |  mission statements |  |
| e) | promotions |  |
| 47. | If PepsiCo sets out to increase its share of the snack food market by 10 percent during the next eight years, what kind of goal is the organization setting? |  |
| a) |  a short-term goal |  |
| b) |  an intermediate goal |  |
| c) |  a tactical goal |  |
| d) |  a long-term goal | + |
| e) | an organizational goal |  |
| 48. | When the finance department aims for a 3 percent increase in return on investment in three years, what type of goal is the organization setting? |  |
| a) |  a long-term goal |  |
| b) |  a tactical goal |  |
| c) |  a short-term goal |  |
| d) |  an intermediate goal | + |
| e) | an organizational goal |  |
| 49. | What does e-partnering involve? |  |
| a) |  buying shares of small companies that provide technology unavailable to the "purchasing" company | + |
| b) |  buying shares of small companies that are similar to the "purchasing" firm |  |
| c) | linking up to the inventory records of another company |  |
| d) |  sharing a Web server with another company |  |
| e) | advertising another company on the "purchasing" company's Web site |  |
| 50. | Which kind of strategy takes place at the level of the product line and focuses on a firm's competitive position? |  |
| a) |  functional |  |
| b) |  business | + |
| c) |  local |  |
| d) |  fundamental |  |
| e) | environmental |  |
| 51. | What type of departmentalization does Kraft Foods use by having separate divisions for different types of foods? |  |
| a) |  customer |  |
| b) |  functional |  |
| c) |  geographic |  |
| d) |  product | + |
| e) | brand |  |
| 52. | Vlasic has separate departments to transform cucumbers into fresh-packed pickles, pickles cured in brine, and relishes. What is this an example of? |  |
| a) |  functional departmentalization |  |
| b) |  process departmentalization | + |
| c) |  customer departmentalization |  |
| d) |  geographic departmentalization |  |
| e) | centralized departmentalization |  |
| 53. | What is dividing a store into a men's department, a women's department, and a luggage department an example of? |  |
| a) |  product departmentalization |  |
| b) |  customer departmentalization | + |
| c) |  process departmentalization |  |
| d) |  geographic departmentalization |  |
| e) | international departmentalization |  |
| 54. | A snack food firm has one division for the United States, one for Europe, and another for Asia. How is this firm departmentalized? |  |
| a) |  by customer |  |
| b) |  by process |  |
| c) |  by geography | + |
| d) |  by function |  |
| e) | by productivity |  |
| 55. | In what type of organization do most lower-level decisions need to be approved by upper management before they can be implemented? |  |
| a) |  line |  |
| b) |  staff |  |
| c) |  decentralized |  |
| d) |  centralized | + |
| e) | learning |  |
| 56. | At McDonald's, most advertising is handled at the corporate level, and any local advertising must be approved by a regional manager. What kind of organization is McDonald's demonstrating? |  |
| a) |  authoritarian |  |
| b) |  committee |  |
| c) |  decentralized |  |
| d) |  centralized | + |
| e) | team |  |
| 57. | In what type of organization is decision-making authority delegated to levels of management at various points below the top? |  |
| a) |  centralized |  |
| b) |  decentralized | + |
| c) |  point-of-sale |  |
| d) |  geographic |  |
| e) | autocratic |  |
| 58. | What kind of organization becomes more responsive to its environment by breaking the company into more manageable units? |  |
| a) |  centralized |  |
| b) |  decentralized | + |
| c) |  geographic |  |
| d) |  process-oriented |  |
| e) | brand conscious |  |
| 59. | With relatively few layers of managers, what do decentralized organizations tend to reflect? |  |
| a) |  tall organizational structure |  |
| b) |  short organizational structure |  |
| c) |  flat organizational structure | + |
| d) |  elliptical organizational structure |  |
| e) | triangular organizational structure |  |
| 60. | Companies with centralized authority systems typically require multiple layers of management. What type of organizational structures are these companies utilizing? |  |
| a) |  tall | + |
| b) |  short |  |
| c) |  flat |  |
| d) |  broad |  |
| e) | oblique |  |
| 61. | With its many organizational layers, what type of organizational structure does the U.S. Army demonstrate? |  |
| a) |  tall | + |
| b) |  step |  |
| c) |  flat |  |
| d) | broad |  |
| e) | triangular |  |
| 62.  | What term describes a special ability that production does especially well to outperform the competition? |  |
| a) |  supply chain management |  |
| b) |  total quality management |  |
| c) |  process engineering |  |
| d) |  operations capability | + |
| e) | value-added analysis |  |
| 63. | Which of the following is the amount of a product that a company can produce under normal working conditions? |  |
| a) |  capacity | + |
| b) |  output |  |
| c) |  efficiency |  |
| d) |  burden |  |
| e) | performance |  |
| 64. | Equipment and people are grouped according to function in which type of production layout? |  |
| a) |  cellular |  |
| b) |  same-steps |  |
| c) |  custom-products | + |
| d) |  supply-chain |  |
| e) | service |  |
| 65. | Which term refers to how well a product does what it is supposed to do? |  |
| a) |  capacity |  |
| b) |  consistency |  |
| c) |  reliability |  |
| d) |  performance | + |
| e) | quality control |  |
| 66. | The sameness of product quality from unit to unit is referred to by which term? |  |
| a) |  utility |  |
| b) |  reliability |  |
| c) |  performance |  |
| d) |  consistency | + |
| e) | quality control |  |
| 67. | Which of the following is a scheduling tool that breaks down large projects into steps to be performed and specifies the time required to perform each one? |  |
| a) |  Myers graphic |  |
| b) |  critical path chart |  |
| c) |  Gantt chart | + |
| d) |  process analysis graph |  |
| e) | master schedule |  |
| 68. | Which type of system is designed for smooth production flow to avoid inefficiencies, eliminate unnecessary inventories, and continuously improve production processes? |  |
| a) |  quality system |  |
| b) |  lean system | + |
| c) |  managed system |  |
| d) |  production system |  |
| e) | flexible system |  |
| 69. | Which of the following is NOT a major objective of JIT production? |  |
| a) |  increasing stop-and-go production | + |
| b) |  reducing goods in process |  |
| c) |  complying with schedules |  |
| d) |  eliminating disruptions by continuous improvement |  |
| e) | reducing inventory levels |  |
| 70. | Which term refers to the acquisition of the raw materials a company needs to produce its products? |  |
| a) |  development |  |
| b) |  Purchasing | + |
| c) |  goods control |  |
| d) |  quality control |  |
| e) | wholesaling |  |
| 71. | Which of the following refers to the receiving, storing, handling, and counting of all raw materials, partly finished goods, and finished goods? |  |
| a) |  materials handling |  |
| b) |  inventory control | + |
| c) |  quality control |  |
| d) |  wholesaling |  |
| e) | distribution control |  |
| 72. | Which of the following might you, as a manager, expect to see in an employee who has a low degree of conscientiousness? |  |
| a) |  a tendency to be unprepared at meetings | + |
| b) |  an inability to work in a team setting |  |
| c) |  a tendency toward mood swings |  |
| d) |  a high level of comfort with other people |  |
| e) | an ability to meet deadlines without fail |  |
| 73. | You need to assign a task to one of your employees. The task involves a high level of detail. To whom should you assign the task? |  |
| a) |  Amy, who exhibits high agreeableness and low conscientiousness |  |
| b) |  David, who exhibits more negative emotionality and low agreeableness |  |
| c) |  Sarah, who exhibits high openness and low negative emotionality |  |
| d) | Winston, who exhibits high conscientiousness and low extraversion | + |
| e) | Liza, who exhibits high creativity and low negative emotionality |  |
| 74. | The extent to which people are self-aware is an aspect of which of the following? |  |
| a) |  attitude |  |
| b) |  emotional intelligence | + |
| c) |  negative emotionality |  |
| d) |  social skills |  |
| e) | empathy |  |
| 75. | An employee with a low level of social skills would be unlikely to do which of the following? |  |
| a) |  be very detail oriented |  |
| b) |  circulate a get-well card | + |
| c) |  produce creative work |  |
| d) |  work well independently |  |
| e) | track milestones effectively |  |
| 76. | Which of the following is the set of expectations held by employees and the organization regarding what the employee will contribute and what he or she will receive? |  |
| a) |  psychological contract | + |
| b) |  nondisclosure agreement |  |
| c) |  job satisfaction |  |
| d) | mutualcommitment |  |
| e) | self expression |  |
| 77. | Which of the following aspects of the psychological contract is provided by the organization? |  |
| a) |  competency |  |
| b) |  effort |  |
| c) |  loyalty |  |
| d) |  status | + |
| e) | talent |  |
| 78. | Which of the following aspects of the psychological contract is provided by the employee? |  |
| a) |  benefits |  |
| b) |  pay |  |
| c) |  skills | + |
| d) |  security |  |
| e) | status |  |
| 79. | Michelle has been working at AdCo for five years. The company recently hired a new college graduate to work in a position very similar to Michelle's position. In a casual conversation with the new hire, Michelle discovers that the new employee is making $4,000 more annually than she is. What might Michelle's reaction be? |  |
| a) |  Michelle may feel that the psychological contract has been broken. | + |
| b) |  Michelle may feel that her job description no longer applies. |  |
| c) |  Michelle may feel that her supervisor is not empathetic. |  |
| d) |  Michelle may feel that her person-job fit cannot be improved. |  |
| e) | Michelle may feel that she has benefitted from the Hawthorne effect. |  |
| 80. | Because job permanence is less likely in today's economy, which of the following are some companies offering in order to keep the psychological contract in balance? |  |
| a) |  additional promotions |  |
| b) |  additional vacation time |  |
| c) |  fewer training opportunities |  |
| d) |  flexible scheduling | + |
| e) | additional sick days |  |
| 81. | What is the term for the extent to which a person's contributions and the organization's inducements match? |  |
| a) |  employee equity |  |
| b) |  person-job fit | + |
| c) |  psychological contract |  |
| d) |  time-motion study |  |
| e) | team culture |  |
| 82. | If an employee needs to feel that she is a part of a team and yet her position involves working alone, which of the following may not be right? |  |
| a) |  the pay scale |  |
| b) |  the person-job fit | + |
| c) |  the employee's attitude |  |
| d) |  the organization's plan |  |
| e) | the team structure |  |
| 83. | Which of the following accurately describes a primary characteristic of charismatic leaders? |  |
| a) |  They tend to set high expectations for themselves and energize others. | + |
| b) |  They tend to set high expectations for themselves and establish high standards for others. |  |
| c) |  They tend to establish high standards for and energize others. |  |
| d) |  They tend to energize others and establish good, stable practices. |  |
| e) | They tend to set high expectations for themselves and establish good, stable practices. |  |
| 84. | Which of the following organizational aspects allows employees to perform capably without the direction of a leader? |  |
| a) |  leadership neutralizers |  |
| b) |  leadership substitutes | + |
| c) |  leadership incentives |  |
| d) |  leadership guidelines |  |
| e) | leadership obstructions |  |
| 85. | Which of the following BEST describes the effects of leadership neutralizers in an organization? |  |
| a) |  They tend to make leader behavior ineffective. | + |
| b) |  They tend to make leaders more charismatic. |  |
| c) |  They tend to outweigh the need for leader behavior. |  |
| d) |  They tend to make managers become effective leaders. |  |
| e) | They tend to make leaders more neutral toward employees. |  |
| 86. | Which of the following may be substitutes for leadership? |  |
| a) |  lax individual professionalism |  |
| b) |  group divisiveness |  |
| c) |  explicit plans and goals | + |
| d) |  a loose system of rules and procedures |  |
| e) | a performance-based reward system |  |
| 87. | Bob, Joe, and Larry can all perform their jobs well without supervision. What does this indicate? |  |
| a) |  presence of a rigid reward system |  |
| b) |  presence of a leadership neutralizer |  |
| c) |  presence of a leadership substitute | + |
| d) |  presence of a leadership incentive |  |
| e) | presence of a highly automated system |  |
| 89. | The norms of the engineering group at Acme Incorporated are so strong that there is nothing the new company leader can do to change things. What does this illustrate? |  |
| a) |  leadership charisma |  |
| b) |  leadership neutralizers | + |
| c) |  leadership substitutes |  |
| d) |  leadership mandates |  |
| e) | leadership amplifiers |  |
| 90. | Which of the following types of leaders has the primary role of helping a less experienced person learn how to function and to advance within an organization? |  |
| a) |  enabler |  |
| b) |  mentor | + |
| c) |  manager |  |
| d) |  taskmaster |  |
| e) | motivator |  |
| 91. | Which is the MOST accurate statement regarding one of the main differences between the Japanese and American cultures? |  |
| a) |  Overall, Japanese culture is often characterized as conservative, whereas American culture is often characterized as liberal. |  |
| b) |  Overall, Japanese culture is often characterized as rigidly structured, whereas American culture is often characterized as loosely structured. |  |
| c) |  Overall, Japanese culture is often characterized as authoritarian, whereas American culture is often characterized as democratic. |  |
| d) |  Overall, Japanese culture is often characterized as collectivist, whereas American culture is often characterized as individualist. | + |
| e) | Overall, Japanese culture is often characterized as socialist, whereas American culture is often characterized as capitalist |  |
| 92. | New stocks and bonds are sold in what market? |  |
| a) | private placement market  |  |
| b) | secondary market |  |
| c) | primary market | + |
| d) | tertiary market |  |
| e) | open market |  |
| 93. | Which of the following terms refers to stocks, bonds, and mutual funds representing secured, or financially viable, claims on the part of investors? |  |
| a) | private placements  |  |
| b) | securities | + |
| c) | exchanges |  |
| d) | commodities |  |
| e) | dividends |  |
| 94. | Which of the following statements is NOT true about dividend payments? |  |
| a) | Many companies distribute between 30 and 70 percent of their profits to shareholders.  |  |
| b) | Some firms, especially fast-growing companies, do not pay dividends. |  |
| c) | Many fast-growing companies use cash earnings for expanding the company so that future earnings can grow even faster. |  |
| d) | During unprofitable years, companies are still required by law to pay dividends to their stockholders. | + |
| e) | Dividend payments are made to stockholders on a per-share basis. |  |
| 95. | What value of a stock is calculated by dividing total shareholders' equity by the total number of shares of stock issued? |  |
| a) | par value  |  |
| b) | market value |  |
| c) | book value | + |
| d) | chime value |  |
| e) | total value |  |
| 96. | "I am a chemist with the nation's largest chemical company. We have secretly developed a cure for three of the world's most serious epidemics. Before this news breaks out, I'm going to buy as many shares of stock in my company as I can get my hands on. Then I'll sit back and watch the stock price head for the sky." What is the person making this statement about to engage in? |  |
| a) | selling shares of stock  |  |
| b) | insider trading | + |
| c) | blue-sky trading |  |
| d) | open-market operations |  |
| e) | investment banking |  |
| 97. | Before Allied Corporation sells securities, it is required by law to offer future investors the opportunity to read through a document which contains complete information on both the offered security and the issuing company. What is that required document called? |  |
| a) | book report  |  |
| b) | affidavit |  |
| c) | prospectus | + |
| d) | portfolio |  |
| e) | balance sheet |  |
| 98. | Trina is a loan borrower, and the terms of her loan say she must keep a portion of the loan amount on deposit with the bank in a non-interest-bearing account. What is Trina required to have? |  |
| a) | a compensating balance | + |
| b) | an unsecured loan |  |
| c) | an angel investor |  |
| d) | venture capital |  |
| e) | collateral |  |
| 99. | Jessica Jenkins, a 30-year-old history teacher, planned to invest $10,000 in an equity mutual fund. She wanted a fund with maximum geographical diversification. Jessica was seeking high capital gains from her investment and was comfortable with a fair amount of risk. Which one of the following types of mutual fund would Jessica most likely choose? |  |
| a) | large-cap technology fund  |  |
| b) | global large-cap value fund |  |
| c) | global small-cap growth fund | + |
| d) | Asian large-cap growth fund |  |
| e) | foreign medium-cap growth fund |  |
| 100. | Which of the following is the name for a portion of the ownership of a corporation? |  |
| a) | Schedule C |  |
| b) | stock | + |
| c) | partnership |  |
| d) | LLC |  |
| e) | dividend |  |