Gedächtnisklausur A&O SoSe 2020 1. Termin

Frage 1

Which data source is the least reliable/most questionable to evaluate applicants:

    a. Integrity test

    b. Motor skills

    c. Graphology

    d. CV

C

Frage 2

The purpose of Taylor's Time and Motion study

a. Create a job catalogue with all jobs, their components and description, times to perform

b. develop the fastest, most efficient way of performing any task

c. Publish somthing

d. Measure the employee's well-being

B

Frage 3

What is the process of translating the message so it can be understood

a. encoding

b. channel

c. decoding

d. receiving

C

Frage 4

Lottery question over 3 decades, would you continue to work?

a. Majority said yes

b. Majority said no

c. Before was below 30%, and rising till 2006 up to 80%

d. Before was above 30%, declining till 25% in 2006

A (?)

Frage 5

University master application process, summing the points from Bachelor grade, semester aboard, skills, english etc...What is this process?

a. standard application

b. scientific application

c. graded application

d. weighted application

D

Frage 6

Decentralized communication, what is not true?

a. bla

b. Communication can start at any point

c. Info must past through certain members in network

d. It can be influenced by worker's proximity

C

Frage 7

Imagine you were employed at the Uni in march 2020 and had to plan a communication network for the planning of the remote semester ahead. it should be fast and fitted for a complex task. which form of communication do you use?

a. Chain

b. Y

c. Wheel

d. All-channel

D

Frage 8

What is true about Fiedler's contingency model

a. relationship between subordinates and situation

b. leader's personality traits

c. leader's influence and control in a specific situation (or something)

d. bla

B (?)

Frage 9

Meta analysis of leadership style (by Harms et al.) and employee well-being

a. Abusive supervison is linked with low stress and burnout

b. Transfomational is linked with high stress and burnout

c. LMX is linked with low stress and burnout

d. Transactional is linked with low stress and burnout

c

Frage 10

You delevop training and remember from IO class that you need to access employee's needs first, what is this?

a. bla

b. cognitive learning

c. transfer of training

d. trainee readiness

D

Frage 11

David has been late for work the past 2 weeks. His boss thinks this is because he is irresponsible and unmotivated. David says it is because there is roadwork on his way and his alarm is broken. This is an example for...

A) leniency effect

B) halo effect

c) actor-observer-bias

d) severity effect

C

Frage12

More and more people adapt a vegan dieat. A firm which primarily used to produce meat products is now enhancing their vegan product line. This is adapting to ...

A) social trends

B) changing nature of work

c) economic crisis

d) technology

A

Frage 13

McClellands 3 motives are...

A) affiliation, power, achievement

B) Existence, Relatedness, Growth

A

Frage 14

Attribute-Treatment-Interaktion has two main

A) motivation & cognitive ability

B) extraversion & commitment

C) persinality & mood

Q

A

Frage 15

Lots of partens had to change the way they work because of covid19. With use of electronics to communicate, flexible time arrangements and remote working this is an example of...

a) voluntary absenteeism

b) new ways of working

c) employee engagement

B

Frage 16

 what is NOT a cause for "bore-out"

 a) Monotonous and repetitive work

b) Behavioral constraints

c) Absence of meaning

d) mental overload

D

Frage 17

question about performance appraisal: what is it called when a performance criterion contains elements that detract from the measurement of performance

a) criterion deficiency

b) criterion usefulness

c) criterion contamination

d) criterion relevance

C

Frage 18

The firm ZuckerTech is hiring external firm FakeCues to check their social media for racist comments and delet these. this is called

a) globalizing

b) outsourcing

c) downsizing

d) diversifying

B

Frage 19

Learning theories are important for employee training and developement.

Which theorie emphazises on the observational learning of behavior?

A) Conditioning theory

B) Cognitive learning theory

C) Distance learning theory

D) Social learning theory

D

Frage 20

you are learning for an exam. your goal is to be top of your class, the best 10%. in the 2x2 model you have a

a) mastery approach goal

b) mastery avoidance goal

c) perfomance approach goal

d) performance avoidance goal

C

Frage 21 You are making observational analysis...what do you have to keep in mind:

  a. the times you are observing have to be representative of worker's rountines

  b. the times you are observing have to be at the same time always (e.g. only in the morning)

  c. the times you are observing are not interferring with complex/important tasks

  d. the times you are observing are not more than 3 hours so that it's not time-consuming (or something)

A

Frage 22

something about "hard" performance criteria

a) something like measurements easy to quantify

b) measurement of employee wellbeing difficult to quantity

c) criteria with high rejection rate

A

Frage 23

the objectives of an hiring interview is NOT

a) give a realistic job preview for the applicant

b) get information, that is not given in the CV

c) public relation of the firm

d) increase applicants commitment to the organization

C nicht D ?

Frage 24

What is giving more responsibilities to the job

a. job enrichment

b. job enlargement

c. rotation

d. bla

(this is enrichment, a)

Frage 25

CIT is a standardized technique...

a. to ask managers how they deal with crisis

b. record specific behaviours that lead to sucessful/unsucessful performance

B

Frage 26

Frage 27

Mark is emotionally exhausted, not nice to collegues at work (cynical), believes work is deadend (or lost motivation or something), dissatisfied with his achievements

a. burnout

b eustress

c work task stress

A

Frage 28

Loud noises at work is:

   a. Work task stressor

   b. Work-family conflict

   c. work role stressor

   d. dispotional stressor

C

Frage 29

According to decision making model, what is the fastest way to make decision?

a. democratic

b. autocratic

c. consultative

d. consensus

(autocrativ is the fastest, b)

Frage 30

Robbins & Judge named 8 ways to deal with resistance to change what is exerting direct threat & force?

a. Manipulation & cooperation

b. participation

c. Coercion

d. Communication

C

Sonstige Anmerkungen und Notizen:

30 Fragen, 60 Minuten Zeit, nur single-choice fragen, immer 4 Antwortmöglichkeiten

Dozentin Nale Lehmann-Willenbrock

10 Fragen 2 Punkte, Rest 1 Punkt