

Chapter 1: Introduction to Organizational Psychology

Multiple Choice Questions

1. The field of organizational psychology began to take its present shape in the:
 - a) 1870s
 - *b) Early 1900s
 - c) 1950s
 - d) Early 1800s

2. Which of the following principles is most clearly associated with scientific management?
 - *a) Workers will work harder if they are assigned and rewarded for completing specific tasks.
 - b) Workers will perform best if they set their own goals and desired reward system.
 - c) Workers will only work toward general goals that are stated at the organizational level.
 - d) Workers will work hard if they enjoy what they're doing; no financial compensation is necessary.

3. Action research refers to which of the following?
 - a) The study of motion
 - *b) Collaborative problem solving by researchers and organizations
 - c) Quick research in laboratory settings
 - d) Basic research designed to move the field forward

4. A human relations perspective would suggest which of the following?
 - a) Individual creativity is fully determined by genetics.

- b) An organization's sole focus should be on its financial health.
 - *c) Job design and enrichment may improve the work experience for employees.
 - d) Organizations must pay special attention to their public images.
5. The trend away from specific jobs toward more frequently changing project-based work is commonly referred to as:
- *a) Dejobbing
 - b) Job shrinking
 - c) Job reduction
 - d) Dynamism
6. Multilevel perspective could best be described in which example?
- a) As a group, subordinates are able to change the opinions of those in higher management.
 - b) Managers and CEOs exert direct influence to each employee, individually.
 - *c) Individual employee behavior can be influenced directly by which group the employee is a part of.
 - d) Researchers now consider subordinates, managers, and executives in their studies.