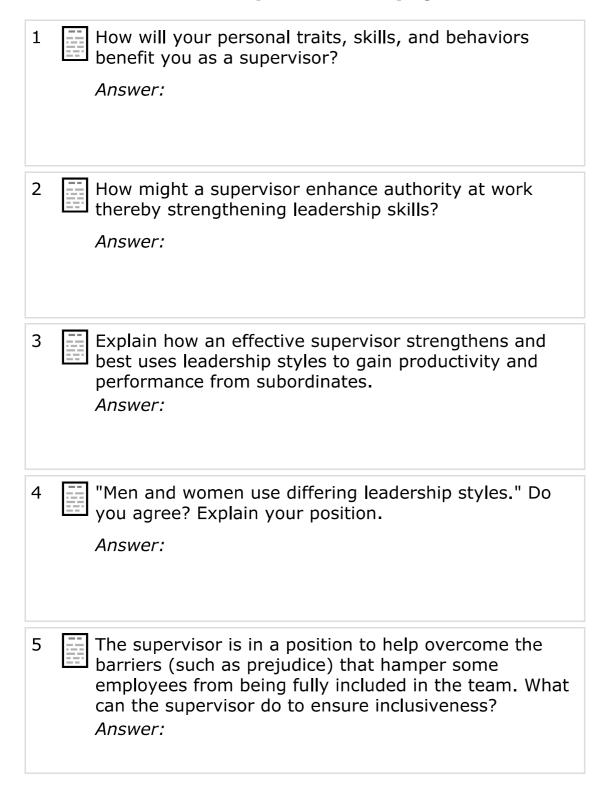
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## **Chapter 02 Essay Questions**



## **Chapter 02 Multiple Choice Questions**

- 1 Effective leaders seem to have a talent for:
  - Accomplishing difficult and time-consuming tasks
  - Getting other people to follow them willingly
  - Providing creative solutions to challenging situations
  - All of the above
- - Drive
  - Honesty
  - Cognitive ability
  - All of the above
- 3 A supervisor has power based on authority to:
  - Reward employees
  - Coerce employees
  - Punish employees
  - All of the above
- 4 In order to have more expert power, a supervisor should be able to:
  - Consult outside sources of information
  - Enlist the assistance of another supervisor
  - Provide needed technical knowledge
  - All of the above
- 5 University of Michigan researchers define a general leader as one who:
  - Sets guidelines and lets employees use their discretion within those guidelines
  - Follows a hands-off policy with employees
  - Specifies the roles for subordinates and checks to see that they comply with the specifications
  - All of the above
- 6 Transformational leaders:
  - Recognize the need for revitalization
  - Create a new vision
  - Institutionalize change
  - All of the above

According to path-goal theory, ambiguous work situations call for: Direction from upper management Directive leadership Supportive leadership All of the above Employees will need less direct supervision if they have: Experience Training Professional behavior • All of the above The Vroom-Jago-Yetton Model consists of three components, among them: A list of rules A set of detailed instructions A set of diagnostic questions All of the above 10 Decision-making guidelines a supervisor might use include: Increasing knowledge Using intuition Freeing judgment of bias • All of the above 11 **=** The leader-member exchange (LMX) theory says that leaders tend to adapt their styles to: The urgency of the situation The quality of the relationship between the leader and the subordinate

The frequency of exchanges between the leader and

the subordinate

All of the above

## **Chapter 02 True False Questions**

1	<ul> <li>Leadership is influencing someone to work willingly toward a predetermined objective.</li> <li>True</li> <li>False</li> </ul>
2	<ul> <li>Effective supervisory leadership reflects a balance of traits, skills, and behaviors.</li> <li>True</li> <li>False</li> </ul>
3	<ul> <li>Most experts agree that great leaders are born not made.</li> <li>True</li> <li>False</li> </ul>
4	<ul> <li>Leaders prefer to be in leadership rather than subordinate roles, and they willingly shoulder the mantle of authority.</li> <li>True</li> <li>False</li> </ul>
5	<ul> <li>The leader's intelligence and decision-making ability are not crucial to being a strong leader.</li> <li>True</li> <li>False</li> </ul>
6	<ul> <li>The leader's task-oriented behaviors include making it clear to subordinates what they must do, and then making sure they do it.</li> <li>True</li> <li>False</li> </ul>
7	Employee-centered leaders focus on production and technical aspects of a job.

Path-goal leadership theory says the leader's job is to increase the personal rewards subordinates receive for achieving their goals, and to make the path to these goals easier to follow by reducing roadblocks.  True False
The control of the co
<ul> <li>If you select and train your followers well, there may be less need to exercise leadership on a daily basis.</li> <li>True</li> <li>False</li> </ul>
<ul> <li>Employees engaged in work that is intrinsically satisfying do not require leadership efforts on the part of their supervisors.</li> <li>True</li> <li>False</li> </ul>
<ul> <li>The Hersey-Blanchard Situational Leadership Model aims to provide a practical way for a leader to decide how to adapt his or her style to the task.</li> <li>True</li> <li>False</li> </ul>
<ul> <li>A formal companywide program determines whether diverse employees work together cooperatively, not the steps taken by the supervisor.</li> <li>True</li> <li>False</li> </ul>

TrueFalse

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## **Chapter 03 Essay Questions**

