Fundamentals of Management, 8e **(Robbins et al.)**
Chapter 2 The Management Environment

1) One of Zappos' key features is free returns on shoes that don't fit.
Answer: TRUE
Explanation: An online shoe store needs to be allow customers to "try on" shoes. Zappos does this with free returns and no questions asked.
Diff: 1 Page Ref: 29
Objective: 2.1

2) One element of Zappos' success is that it has limited selection, focusing on quality rather than a great number of different brands and styles.
Answer: FALSE
Explanation: Zappos has an enormous selection. Selection is one of the advantages it has over conventional shoe stores.
Diff: 2 Page Ref: 29
Objective: 2.1

3) One of Zappos' goals is to deliver WOW to its customers.
Answer: TRUE
Explanation: Delivering WOW is one of Zappos' ten corporate values.
Diff: 2 Page Ref: 29
Objective: 2.1

4) A major cause of the shutdown of a BMW assembly plant in South Carolina in 2010 was a bank crisis in Iceland.
Answer: FALSE
Explanation: A volcanic eruption in Iceland was the cause of the shutdown, preventing deliveries to the plant.
Diff: 2 Page Ref: 30
AACSB: Dynamics of the global economy
Objective: 2.1
Learning Outcome: Identify the fundamental concepts and issues of international business and management

5) The external environment of an organization includes factors and forces that can affect how the organization operates.
Answer: TRUE
Explanation: The external environment includes any outside agent that can influence the performance of the organization.
Diff: 2 Page Ref: 30
AACSB: Multicultural and diversity understanding
Objective: 2.1
Learning Outcome: Describe the components of the management environment

6) The components of an organization's external environment include a technological component and a political component.
Answer: TRUE
Explanation: The technological component may include such things as new software, while the political component may include office holders who directly affect a company's business.
Diff: 2 Page Ref: 30
AACSB: Analytic skills
Objective: 2.1
Learning Outcome: Describe the components of the management environment

7) The sociocultural component of the external environment of an organization includes trends and traditions, but not basic attitudes and values.
Answer: FALSE
Explanation: The sociocultural component of the external environment includes all beliefs and values as well as attitudes and behavioral patterns.
Diff: 1 Page Ref: 30
Objective: 2.1
Learning Outcome: Describe the components of the management environment

8) The overall trend toward globalization is part of the political component of an organization's external environment.
Answer: FALSE
Explanation: Globalization is part of the global component of an organization's external environment.
Diff: 2 Page Ref: 31
AACSB: Dynamics of the global economy
Objective: 2.1
Learning Outcome: Identify the fundamental concepts and issues of international business and management

9) High interest rates have been identified as a major cause of the economic meltdown that began in 2008.
Answer: FALSE
Explanation: Low interest rates, rather than high interest rates, have been named as a cause of economic problems.
Diff: 2 Page Ref: 31
AACSB: Dynamics of the global economy
Objective: 2.1
Learning Outcome: Identify the fundamental concepts and issues of international business and management

10) Prior to the recession that began in 2008, many businesses became highly leveraged, which is another term for a company with a high debt-to-assets ratio.
Answer: TRUE
Explanation: With cheap credit, companies tended to take on too much debt.
Diff: 2 Page Ref: 31
AACSB: Analytic skills
Objective: 2.1

11) The U.S. housing market been identified as a major cause of the economic meltdown that began in 2008.
Answer: TRUE
Explanation: When the bubble in the housing market burst, the economy went into recession.
Diff: 2 Page Ref: 31
AACSB: Analytic skills
Objective: 2.1

12) The capitalistic system that the United States uses is thought to be perfect by most economists.
Answer: FALSE
Explanation: The recent recession alone provides proof that the system is far from perfect.
Diff: 1 Page Ref: 31
Objective: 2.1

13) Experts now agree that the role of government in the U.S. economy will be greatly diminished in the years to come.
Answer: FALSE
Explanation: If anything, the opposite is true. Experts see a more active role for government in the U.S. economy in the years to come.
Diff: 2 Page Ref: 31
Objective: 2.1

14) The U.S. economy has been the primary model for economic systems around the world.
Answer: TRUE
Explanation: The approach used by the U.S. economic system that features open markets, corporate ownership, mass production techniques, and hierarchical organization structures has been emulated around the world. Many nations have prospered using this approach or a modified version of the approach.
Diff: 2 Page Ref: 31
AACSB: Dynamics of the global economy
Objective: 2.1
Learning Outcome: Identify the fundamental concepts and issues of international business and management

15) Experts believe that the U.S. economy should have no trouble getting back to "business as usual" when the current recession ends.
Answer: FALSE
Explanation: Experts feel that the structure of the U.S. economy has fundamentally changed.
Diff: 2 Page Ref: 31
AACSB: Dynamics of the global economy
Objective: 2.1
Learning Outcome: Identify the fundamental concepts and issues of international business and management

16) The corporate model of ownership and organization originated in the United States.
Answer: TRUE
Explanation: American-style capitalism perfected the corporation and its way of organizing the workforce and society.
Diff: 2 Page Ref: 31
AACSB: Dynamics of the global economy
Objective: 2.1
Learning Outcome: Identify the fundamental concepts and issues of international business and management

17) The symbolic view of management holds that an organization's performance is based solely on the decisions of managers.
Answer: FALSE
Explanation: The omnipotent view of management holds that an organization's performance is based solely on the decisions of managers.
Diff: 2 Page Ref: 32
Objective: 2.1
Learning Outcome: Describe the roles of managers and the skills they need to succeed within an organization

18) The omnipotent view of management holds that good managerial decisions result in an organization's success.
Answer: TRUE
Explanation: The omnipotent view of management contends that managerial decisions make the difference between success and failure.
Diff: 2 Page Ref: 32
Objective: 2.1
Learning Outcome: Describe the roles of managers and the skills they need to succeed within an organization

19) In the economic meltdown of 2008, most American managers assumed the role of omnipotent managers by failing to take responsibility for events and blaming problems on "external circumstances."
Answer: FALSE
Explanation: An omnipotent manager takes credit for successes and responsibility for failure.
Diff: 2 Page Ref: 32
AACSB: Dynamics of the global economy
Objective: 2.1
Learning Outcome: Identify the fundamental concepts and issues of international business and management

20) The quarterback of a football team assumes a largely symbolic role for his team because his performance largely determines the outcome of the game.
Answer: FALSE
Explanation: Since a quarterback's performance is critical, he is assuming an omnipotent role.
Diff: 3 Page Ref: 32
AACSB: Analytic skills
Objective: 2.1
Learning Outcome: Describe the roles of managers and the skills they need to succeed within an organization

21) The business world cannot count on regulation to reform the economy.
Answer: TRUE
Explanation: Regulation can go only so far. In order for true reform to occur, business people need to assume a new mindset.
Diff: 2 Page Ref: 33
Objective: 2.1

22) The age of a population is one of its most important demographics.
Answer: TRUE
Explanation: Different generations have different styles, tastes, and goals that affect how business is done.
Diff: 2 Page Ref: 33
AACSB: Multicultural and diversity understanding
Objective: 2.1
Learning Outcome: Discuss different ways managers work with and promote diversity in organizations

23) The phrase "demographics is destiny" refers to the idea that older nations get tired, which causes their performance to slip.
Answer: FALSE
Explanation: The phrase "demographics is destiny" refers to the idea that the size and values of various age groups in a society can greatly influence events in that society.
Diff: 2 Page Ref: 33
AACSB: Multicultural and diversity understanding
Objective: 2.1
Learning Outcome: Discuss different ways managers work with and promote diversity in organizations

24) Technology has changed the way managers manage by forcing them to keep track of employees in remote locations at all times of the day and night.
Answer: TRUE
Explanation: Managers in today's world must stay in touch with employees who can be located anywhere in the world and may have problems at any time of any day.
Diff: 2 Page Ref: 33
AACSB: Use of information technology
Objective: 2.1

25) The age of a population is one of its most important demographics.
Answer: TRUE
Explanation: Different generations have different styles, tastes, and goals that affect how business is done.
Diff: 2 Page Ref: 33
AACSB: Multicultural and diversity understanding
Objective: 2.1
Learning Outcome: Discuss different ways managers work with and promote diversity in organizations

26) Gen Xers are generally the children of the Baby Boomers.
Answer: FALSE
Explanation: Gen Yer, born between 1978 and 1994, are generally the children of the Baby Boomers.
Diff: 2 Page Ref: 34
AACSB: Multicultural and diversity understanding
Objective: 2.1
Learning Outcome: Discuss different ways managers work with and promote diversity in organizations

27) The cell phone industry faces a stable business environment.
Answer: FALSE
Explanation: The cell phone industry faces constant and rapid change, making it a dynamic business environment.
Diff: 2 Page Ref: 35-36
Objective: 2.2
Learning Outcome: Describe the components of the management environment

28) An industry with a dynamic business environment that is also highly complex faces the maximum amount of environmental uncertainty.
Answer: TRUE
Explanation: This kind of business corresponds to cell 4 in the environmental uncertainty matrix.
Diff: 3 Page Ref: 35-36
AACSB: Analytic skills
Objective: 2.2
Learning Outcome: Describe the components of the management environment

29) Given a choice, managers would prefer to operate in an environment that has a minimum of uncertainty.
Answer: TRUE
Explanation: A dynamic environment that is also highly complex is very difficult to plan for and very difficult for decision making.
Diff: 2 Page Ref: 36
Objective: 2.2
Learning Outcome: Describe the components of the management environment

30) A good manager considers the interests of all stakeholders equally when making an important decision.
Answer: FALSE
Explanation: A manager should consider the interests of all stakeholders, but different stakeholders merit more or less consideration depending who they are and what their relationship is to the organization.
Diff: 2 Page Ref: 37
Objective: 2.2

31) A company's organizational culture refers to a system of shared political beliefs.
Answer: FALSE
Explanation: A company's culture may share values and beliefs that involve the company itself, but political beliefs are not shared.
Diff: 2 Page Ref: 38
Objective: 2.3
Learning Outcome: Explain the influences of organizational culture

32) Employees learn organizational culture by reading official organization documents and histories.
Answer: FALSE
Explanation: Employees learn corporate culture from traditions, stories, symbols, attitudes, and many other sources. Official documents are usually not good sources for learning about corporate culture.
Diff: 2 Page Ref: 38
Objective: 2.3
Learning Outcome: Explain the influences of organizational culture

33) An organization's founder has little influence on its culture.
Answer: FALSE
Explanation: The founder's values and attitudes typically establish all key elements of an organization's culture.
Diff: 2 Page Ref: 38
Objective: 2.3
Learning Outcome: Explain the influences of organizational culture

34) Environmental complexity refers to the number of components that an organization must deal with.
Answer: TRUE
Explanation: Complexity refers to how many competitors, customers, suppliers, and other entities a company must deal with.
Diff: 2 Page Ref: 37
Objective: 2.2
Learning Outcome: Describe the components of the management environment

35) Nike's account of Bill Bowerman pouring rubber into his wife's waffle iron is an example of an organizational ritual.
Answer: FALSE
Explanation: Bill Bowerman's waffle iron account is a corporate story.
Diff: 2 Page Ref: 40
Objective: 2.3
Learning Outcome: Explain the influences of organizational culture

36) How employees dress has nothing to do with an organization's culture.
Answer: FALSE
Explanation: Dress styles and dress codes, both formal and informal, contribute significantly to an organization's overall culture.
Diff: 3 Page Ref: 40
AACSB: Multicultural and diversity understanding
Objective: 2.3
Learning Outcome: Explain the influences of organizational culture

37) At Cranium, a Seattle board game company, the term *chiff* reminds employees to be innovative in everything they do.
Answer: TRUE
Explanation: Chiff stands for "clever, high-quality, innovative, friendly, and fun."
Diff: 2 Page Ref: 40
Objective: 2.3
Learning Outcome: Explain the influences of organizational culture

38) Strong organizational culture can eliminate the need for rules and bylaws.
Answer: TRUE
Explanation: A strong culture can serve as guidelines for employees, eliminating the need for official rules and regulations.
Diff: 3 Page Ref: 41
AACSB: Ethical understanding and reasoning abilities
Objective: 2.4
Learning Outcome: Explain the influences of organizational culture

39) Having a strong culture can allow an organization to avoid any worry about ethics violations.
Answer: FALSE
Explanation: Though a strong culture can be helpful in ethical matters, it is still no guarantee that employees will refrain from unethical behavior.
Diff: 2 Page Ref: 41
AACSB: Ethical understanding and reasoning abilities
Objective: 2.4
Learning Outcome: Explain the influences of organizational culture

40) Strong cultures make a manager's job easy because all organizational policies, practices, and traditions are provided in writing for easy reference.
Answer: FALSE
Explanation: In most cases, organizational policies, practices, and traditions are unwritten and, in many cases, unspoken.
Diff: 2 Page Ref: 41
AACSB: Multicultural and diversity understanding
Objective: 2.4
Learning Outcome: Explain the influences of organizational culture

41) In a ready-fire-aim culture, managers will endlessly analyze a situation before taking action.
Answer: FALSE
Explanation: Managers who spend too much time analyzing are members of a ready-aim-fire culture, not a ready-fire-aim culture.
Diff: 1 Page Ref: 42
Objective: 2.4
Learning Outcome: Explain the influences of organizational culture

42) Organizational culture largely determines how much risk members of an organization will take.
Answer: TRUE
Explanation: The amount of risk that employees are willing to take is largely communicated through organizational culture.
Diff: 2 Page Ref: 42
Objective: 2.4
Learning Outcome: Explain the influences of organizational culture

43) According to Zappos' management, this is the secret to Zappos' success.
A) strong organizational culture
B) a brilliant business plan
C) low prices
D) technology
Answer: A
Explanation: A) Zappos attributes its success to many things, but the number one advantage that Zappos claims is a strong sense of what it is as a company. This idea is instilled into every Zappos employee, giving the company a powerful sense of identity, which permeates into making every Zappos transaction the best it can possibly be.
Diff: 2 Page Ref: 29
Objective: 2.1
Learning Outcome: Explain the influences of organizational culture

44) What is WOW, and how does Zappos deliver it to its customers?
A) WOW is a sense of toughness and satisfaction that is gained primarily through low prices.
B) WOW is a sense of delight and satisfaction that is gained primarily through excellent service.
C) WOW is a sense of astonishment that is gained primarily through selling shoes that no other company has.
D) WOW is a sense of wonder that is gained primarily through a sense of corporate spirituality.
Answer: B
Explanation: B) Rather than toughness, astonishment, or wonder gained through low prices, great selection, or spirituality, WOW can be defined as a sense of fun and delight that is the result of experiencing excellent service in a transaction.
Diff: 2 Page Ref: 29
Objective: 2.1

45) What did the volcanic eruption in Iceland illustrate?
A) how much organizations depend on their banks
B) how much organizations depend on their external environment
C) how much organizations depend on corporate culture
D) how much organizations depend on a strong brand image
Answer: B
Explanation: B) The eruption showed that a disruption in the external environment in one place in the world can affect other places thousands of miles away. The ash from Iceland's volcano prevented critical supplies from being shipped to South Carolina. This showed how truly global today's business world can be.
Diff: 2 Page Ref: 30
AACSB: Dynamics of the global economy
Objective: 2.1
Learning Outcome: Identify the fundamental concepts and issues of international business and management

46) Which components of the external environment of the Nissan plant in South Carolina were disrupted by the eruption?
A) the demographic and global components
B) the political and legal components
C) the economic and global components
D) the sociocultural and demographic components
Answer: C
Explanation: C) The disruption illustrated the importance of the external environment in terms of economics, since the eruption stalled the production of Nissan automobiles, and the global component, since it was an event on one side of the globe that affected events on another side of the globe.
Diff: 2 Page Ref: 30
AACSB: Dynamics of the global economy
Objective: 2.1
Learning Outcome: Identify the fundamental concepts and issues of international business and management

47) Which of the following is not involved with the demograpic component of an organization's external environment?
A) values
B) gender
C) race
D) income
Answer: A
Explanation: A) The demographic component of an organization's external environment involves issues that relate to broad population characteristics such as age, income, number of people in a family, education level, and so on. Values are not measureable on this broad level, so they are not considered a demographic trait.
Diff: 2 Page Ref: 30
AACSB: Multicultural and diversity understanding
Objective: 2.1
Learning Outcome: Describe the components of the management environment

48) A ban on gay marriage is an example of a change in which components of an organization's external environment?
A) political/legal and technological
B) economic and demographic
C) sociocultural and global
D) sociocultural and political/legal
Answer: D
Explanation: D) A ban on gay marriage has a sociocultural impact on an organization, indicating how the public feels about values, behavior, and lifestyles. It also has a political/legal impact since the change was brought about by a new law.
Diff: 2 Page Ref: 31
AACSB: Multicultural and diversity understanding
Objective: 2.1
Learning Outcome: Describe the components of the management environment

49) Which event triggered the recession that began in 2008?
A) Consumers were unwilling to purchase electronic equipment.
B) Businesses were unable to make loan payments.
C) Homeowners were unable to make mortgage payments.
D) Renters were unable to find available housing.
Answer: C
Explanation: C) The economic downturn began with a collapse in housing prices, which in turn caused speculating homeowners to be unable to meet mortgage payments. The failure to make payments caused a market crash, a credit crunch, and many other negative events that ultimately resulted in the recession.
Diff: 2 Page Ref: 31
Objective: 2.1

50) Which of the following contributed most to many companies becoming highly leveraged in the lead-up to the economic downturn in 2008?
A) high interest rates
B) low interest rates
C) limited liquidity
D) no liquidity
Answer: B
Explanation: B) Very low interest rates encouraged companies to borrow far more than they should have during the years that led up to the downturn. Ratios of debt to assets soared, creating highly leveraged companies. Had borrowing not been so cheap, many companies might have avoided overborrowing.
Diff: 2 Page Ref: 31
Objective: 2.1

51) Which innovation did the United States NOT introduce to the world's economic system?
A) mass production methods
B) a safety net for workers
C) corporate organizational practices
D) corporate ownership
Answer: B
Explanation: B) Though Social Security and other programs provide a safety net for U.S. workers, this concept did not originate in the United States. The United States did pioneer mass production techniques and models for both corporate ownership and corporate organization.
Diff: 2 Page Ref: 30
AACSB: Dynamics of the global economy
Objective: 2.1

52) Which of the following is the best interpretation of Keynes' statement that in capitalism the most wicked men do "the most wickedest of things for the greatest good of everyone"?
A) Evil people become benevolent as a result of living in a capitalistic system.
B) The aggregate effect of selfish acts in an open market creates virtue.
C) The aggregate effect of unselfish acts in a closed market with a planned economy creates economic prosperity.
D) The aggregate effect of selfish acts in an open market creates economic prosperity.
Answer: D
Explanation: D) Keynes is essentially identifying Adam Smith's "invisible hand" that creates wealth for all if individual capitalists follow their own self-interest. In a truly competitive open market each person's selfishness cancels out and what emerges are the best ideas and the most worthy organizations.
Diff: 2 Page Ref: 31
Objective: 2.1

53) Which innovation did the United States bring to the world's economic system?
A) a social welfare state
B) the corporate model of ownership
C) planned economies
D) income taxes
Answer: B
Explanation: B) The United States introduced the corporate model of ownership to the world, allowing corporations rather than individuals to own the means of production. Corporations allowed individuals to be separated from their business ventures, so an individual did not need to take full responsibility—and liability—for something done by his or her company.
Diff: 2 Page Ref: 30
AACSB: Dynamics of the global economy
Objective: 2.1

54) Which of the following is NOT a feature of the U.S. model of capitalism in the twentieth and twenty-first centuries?
A) open markets
B) large-scale operations
C) full lifetime job security
D) corporate model of ownership and organization
Answer: C
Explanation: C) The U.S. model that has been emulated around the world includes open markets, large operations based on mass production, and a hierarchical corporate model of organization that features separate business divisions and collective bargaining with labor. The U.S. model does not ensure job security for any period of time.
Diff: 2 Page Ref: 31
AACSB: Dynamics of the global economy
Objective: 2.1

55) The market crash in 2008 was largely a result of _____ the free market system.
A) newfound confidence in
B) indifference toward
C) new curiosity in
D) an erosion of trust in
Answer: D
Explanation: D) The 2008 crisis ushered in an era in which a great deal of trust and goodwill was destroyed by the overreaching of financial managers during the previous decade. Taking on too much risk and making speculative deals ended up bringing the economy to its knees and threatened the solvency of the entire financial system. When the federal government bailed out the large institutions whose irresponsible actions had caused the crisis, citizens were outraged, and that anger has not subsided as bankers continue to behave recklessly and reward themselves with lavish compensation in the face of abject failure. The other choices—confidence, indifference, or curiosity in the system—are incorrect because they don't evince this anger and distrust.
Diff: 2 Page Ref: 31
Objective: 2.1

56) Which of the following is most likely to be the biggest change that the "new economy" will usher in?
A) organizations taking on more risk
B) fewer regulations
C) a smaller government role
D) a larger government role
Answer: D
Explanation: D) The fallout from the financial crisis that began in 2008 is likely to result in increased regulation, oversight, and enforcement of standards and rules by the government. More regulations and a larger role for government would clearly rule out a smaller government role or fewer regulations. Enforcement of standards and rules as well as increased regulation would preclude organizations taking on increased risk and would be likely to decrease the amount of risk they take on.
Diff: 2 Page Ref: 31
AACSB: Ethical understanding and reasoning abilities
Objective: 2.1

57) Which of the following identifies an outcome of the economic crisis of 2008?
A) fewer business regulation
B) increased business regulations
C) no business regulations
D) voluntary business regulations
Answer: B
Explanation: B) The excessive risks that companies took coupled with the fact that the government needed to provide bailouts to such companies as GM and AIG strongly indicated to policy makers that more, not fewer, regulations were required for a healthy business climate. In today's business environment, voluntary regulations are no longer deemed to be satisfactory as it was largely voluntary measures that allowed the disastrous situation to arise in 2008.
Diff: 2 Page Ref: 32
AACSB: Ethical understanding and reasoning abilities
Objective: 2.1

58) Which view of management describes a situation in which managers are directly responsible for a company's success or failure?
A) the structural view of management
B) the symbolic view of management
C) the omnipotent view of management
D) the realistic view of management
Answer: C
Explanation: C) The symbolic view of management holds that external factors, not managerial decisions, determine success or failure. The omnipotent view holds the opposite position, that good managers, making good decisions, can decide a company's fate.
Diff: 2 Page Ref: 32
Objective: 2.1
Learning Outcome: Describe the roles of managers and the skills they need to succeed within an organization

59) Which kind of company would be less likely to fire its CEO after a poor performance?
A) a company with a symbolic view of management
B) a company with a realistic view of management
C) a company with an external view of management
D) a company with an omnipotent view of management
Answer: A
Explanation: A) A company with an omnipotent view of management would tend to hold its leaders responsible for failure and would therefore be more likely to fire its leaders after a poor performance. A company with a symbolic view of management would tend to see the leader's role as less consequential to success or failure, and therefore there would be no reason to fire the CEO if he or she otherwise was doing a good job.
Diff: 2 Page Ref: 32
Objective: 2.1
Learning Outcome: Describe the roles of managers and the skills they need to succeed within an organization

60) Which kind of company would you expect to pay its CEO the most?
A) a company with a symbolic view of management
B) a company with a liberal view of management
C) a company with a semipotent view of management
D) a company with an omnipotent view of management
Answer: D
Explanation: D) Having an omnipotent view of management means that the company places maximum value on the decisions that its CEO makes. Therefore, all other things being equal, the CEO for a company with an omnipotent view has the most riding on his or her decisions so he or she deserves the greatest compensation. Of course, in the real world this view may or may not hold true.
Diff: 2 Page Ref: 32
Objective: 2.1
Learning Outcome: Describe the roles of managers and the skills they need to succeed within an organization

61) Which of the following best explains why increased regulations cannot be the complete solution to reforming the economy?
A) The regulators are all corrupt.
B) It is extremely difficult to write regulations.
C) There are too many transactions to keep track of.
D) There are too many regulations to keep track of.
Answer: C
Explanation: C) While some regulators can be corrupt, and some regulations are unclear and hard to keep track of, the most important reason for why regulations cannot be the key to reform is that the economy is too complex; there are too many economic interactions to keep track of using regulations all by themselves. Rather than have regulations govern activity exclusively, there needs to be some kind of self-policing mechanism that prevents abuse and keeps the situation from getting out of hand.
Diff: 2 Page Ref: 33
AACSB: Ethical understanding and reasoning abilities
Objective: 2.1

62) Which of the following are many managers concerned about as a result of increased government participation in the economy?
A) an overheated economy
B) a growing budget deficit
C) an enormous budget surplus
D) corrupt government officials taking bribes
Answer: B
Explanation: B) Though bribes may be a problem in isolated cases, most managers worry about a federal budget deficit in the trillions, thanks to stimulus bills and other items that were initiated to prevent disaster following the meltdown of 2008. Almost no one is worried about an overheated economy—in fact, anemic growth has been the problem for the past three years. Similarly, budget surpluses are not on the horizon for the foreseeable future.
Diff: 2 Page Ref: 33
Objective: 2.1

63) What will cause countries such as Denmark to shrink with respect to the size of their economy, relative to other nations?
A) no social safety net
B) welfare payments
C) high birth rate
D) low birth rate
Answer: D
Explanation: D) Shrinking populations augur a smaller share of the world's economic pie in developed European nations such as Denmark, Norway, and Belgium. Social safety nets and welfare payments have little to do with the size of the economies of these nations, which, incidentally, are quite healthy despite the low growth rate of their populations.
Diff: 2 Page Ref: 33
Objective: 2.1

64) Which of the following identifies the best illustration of the phrase "demographics is destiny"?
A) India is experiencing explosive growth partly because its population is growing rapidly.
B) India is experiencing poverty because its population is growing rapidly.
C) The United States is experiencing slow growth partly because its population is growing rapidly.
D) The United States is experiencing healthy growth partly because its population is not growing and people are saving their resources.
Answer: A
Explanation: A) Nations that have expanding populations tend to grow quickly because young people are working and have needs. That is the situation in India and China today. Even though those nations have great problems, their burgeoning populations are spurring economic expansion and growth. Nations in which population is not increasing tend to grow through increases in productivity rather than general expansion.
Diff: 2 Page Ref: 33
AACSB: Multicultural and diversity understanding
Objective: 2.1
Learning Outcome: Discuss different ways managers work with and promote diversity in organizations

65) Which of the following provides the best illustration of technology transforming how managers manage in the workplace?
A) Managers oversee very large design teams.
B) Managers must supervise design teams more closely.
C) Managers oversee very large clerical and secretarial staffs.
D) Managers oversee very small clerical and secretarial staffs.
Answer: D
Explanation: D) Where managers once needed to manage extremely large clerical and secretarial staffs, many clerical jobs have now been replaced due to technological innovations. For example, much of the typing and record-keeping that was once done by several workers is now done by a single worker using a sophisticated computer program. Things such as design teams have decreased rather than increased in size because a single person can now accomplish the work of many designers using modern computer design programs. At the same time, design teams require much less, not much more, supervision in today's business climate.
Diff: 3 Page Ref: 33
AACSB: Use of information technology
Objective: 2.1

66) Which demographic do managers pay closest attention to with respect to large-scale trends in the business world?
A) age
B) sex
C) employment status
D) geographic location
Answer: A
Explanation: A) Because enormous cohorts of people form various generational groups that all go through the same life cycle changes at roughly the same time, age is the demographic that managers pay closest attention to. For example, a company that sells premium cooking pots may pay close attention to the size of the generation that is currently of marriage age. If large numbers of people are likely to marry in the next five years, they are likely to purchase large numbers of cooking pots. Similarly, if there is likely to be a marriage "bust" rather than a boom, cook pot sales are likely to decrease.
Diff: 2 Page Ref: 34
AACSB: Multicultural and diversity understanding
Objective: 2.1
Learning Outcome: Discuss different ways managers work with and promote diversity in organizations

67) How are the "Post-Millennials" likely to be different from previous generations?
A) They require products that are completely customized to the individual.
B) They require products that are completely generic and not at all customized to the individual.
C) They require products that are serious and meaningful rather than frivolous and fun.
D) They require products that are of much higher quality than those required by individuals in previous generations.
Answer: A
Explanation: A) The Post-Millennials have grown up with sophisticated technology. Rather than purchase music albums, for example, this cohort grew up with customizeable iPods and other devices that allowed them to individualize their experience. Similarly, this group tends to watch TV not in the living room when it is being broadcast, but as an individual event that they experience when they want to see it on their computers.
Diff: 2 Page Ref: 34
AACSB: Multicultural and diversity understanding
Objective: 2.1
Learning Outcome: Discuss different ways managers work with and promote diversity in organizations

68) Which of the following nations is likely to experience the greatest population increase in the years to come?
A) Canada
B) Spain
C) Russia
D) Nigeria
Answer: D
Explanation: D) Eighty percent of the babies being born in the world are being born in Asia and Africa. Therefore, of the countries listed, Nigeria is most likely to experience the greatest population gains in the coming decades as it is the only country located in either Africa or Asia.
Diff: 2 Page Ref: 34
Objective: 2.1
Learning Outcome: Discuss different ways managers work with and promote diversity in organizations

69) Why were the Baby Boomers so much more influential than other generations with respect to changing American tastes and culture?
A) The Baby Boomers came after World War II when lifestyles were really changing.
B) The Baby Boomers were a much more coherent group than other generations.
C) The Baby Boomers were a much larger group than other generations.
D) The Baby Boomers were a much more free-spirited group than other generations.
Answer: C
Explanation: C) Being coherent or free-spirited did not have the impact on culture the sheer size of the Baby Boom generation did. Because of its large size, the generation dictated almost every cultural trend and style for over forty years.
Diff: 3 Page Ref: 34
AACSB: Multicultural and diversity understanding
Objective: 2.2
Learning Outcome: Discuss different ways managers work with and promote diversity in organizations

70) Which statement about the external environment and employment is true?
A) External environmental conditions improve employment during upswings and worsen employment during downturns.
B) External environmental conditions worsen employment during upswings and improve employment during downturns.
C) External environmental conditions have no effect on employment during upswings and worsen employment during downturns.
D) External environmental conditions worsen employment during upswings and have no effect on employment during downturns.
Answer: A
Explanation: A) During boom times, unemployment drops and wages tend to rise, improving the fortunes of the working public. During recessions and downturns, the opposite takes place: unemployment rises and wages tend to stagnate or drop. Overall, jobs closely correlate with the state of the economy.
Diff: 2 Page Ref: 35
Objective: 2.2
Learning Outcome: Describe the components of the management environment

71) Which of the following is likely to be the permanent result of the recent economic downturn in the United States?
A) Almost all of the jobs lost will not return.
B) About half of the jobs lost will not return.
C) About a quarter of the jobs lost will not return.
D) Almost all of the jobs lost will return.
Answer: C
Explanation: C) In general, about 25 percent of the jobs lost during a recession are permanently lost and will not return even if the economy returns to a full-growth, nonrecession state. Most of these jobs will be replaced by new jobs in new industries that are growing.
Diff: 1 Page Ref: 35
Objective: 2.2

72) Which trend do most managers need to get used to in the coming years?
A) Most workers will be hired as permanent employees at a lower pay scale than they were in in the past.
B) Many workers will be hired as consultants rather than as freelance employees.
C) Most workers will be hired as permanent employees rather than on a freelance basis.
D) Many workers will be hired on a freelance basis rather than as permanent employees.
Answer: D
Explanation: D) The most dominant trend is that managers will hire freelance and contingency workers to fulfill specific roles and work on specific projects rather than hiring general employees. This policy is taken on because of efficiency; it saves companies money on both salaries and benefits. Drawbacks to the policy include lack of loyalty on the part of workers and general dissatisfaction on the part of workers because they lack benefits and job security.
Diff: 2 Page Ref: 35
Objective: 2.2

73) The greater the environmental uncertainty, the more an organization needs to become _____.
A) organic
B) mechanistic
C) stable
D) high-tech
Answer: A
Explanation: A) Increased uncertainty in a business environment requires an organization to be more flexible and adaptable—in other words, more organic. High uncertainty would militate against being more mechanistic, and it would have little influence on the stability of an organization or the degree to which it was "high-tech."
Diff: 2 Page Ref: 38
Objective: 2.3
Learning Outcome: Describe the components of the management environment

74) Which kind of company has the lowest amount of environmental uncertainty in the environmental uncertainty matrix?
A) Cell 1
B) Cell 2
C) Cell 3
D) Cell 4
Answer: A
Explanation: A) Cell 1 identifies a company in an industry with little innovation and no new competitors that also has few components (customers, suppliers, etc.) in its environment. An example of this kind of company is the Zippo lighter company, which has a few simple products, few competitors, and few components to deal with in its industry.
Diff: 2 Page Ref: 36
Objective: 2.2
Learning Outcome: Describe the components of the management environment

75) Which of the following best defines environmental uncertainty?
A) the amount of innovation and creativity in an organization's internal environment
B) the amount of resources and expertise in an organization's internal environment
C) the amount of change and confidence in an organization's external environment
D) the amount of change and complexity in an organization's external environment
Answer: D
Explanation: D) Environmental uncertainty is a measure of two things: change in an organization's environment with respect to its market, its products, its position in the market, and so on; and the amount of complexity it faces in its market as measured by the number of competitors, customers, suppliers, and so on.
Diff: 2 Page Ref: 35
Objective: 2.2
Learning Outcome: Describe the components of the management environment

76) A software company innovates constantly to keep up with new rivals that are constantly appearing on the scene. The software industry itself has an enormous number of players to deal with that includes retailers, online distributors, educational institutions, and government agencies. Where does the company belong on the uncertainty matrix?
A) Cell 1
B) Cell 2
C) Cell 3
D) Cell 4
Answer: D
Explanation: D) The company's product is dynamic, so it is located on the right side of the matrix. The software industry has a large number of components to deal with, so the environment is complex. A dynamic/complex organization corresponds to Cell 4.
Diff: 3 Page Ref: 36
Objective: 2.2
Learning Outcome: Describe the components of the management environment

77) A TV reality show program essentially puts out the same product episode after episode, year after year, with little change and few rivals. The show exists in a TV industry that has hundreds of different components to keep track of. Where does the show belong on the uncertainty matrix?
A) Cell 1
B) Cell 2
C) Cell 3
D) Cell 4
Answer: C
Explanation: C) The show itself does not change over time, so it qualifies as stable. There are many components in the show's environment, so it rates as "complex." This stable/complex combination puts the company in Cell 3.
Diff: 3 Page Ref: 36
Objective: 2.2
Learning Outcome: Describe the components of the management environment

78) Which of the following is LEAST likely to be considered a stakeholder for a newspaper company, *The Daily Recorder*?
A) the paper boy who delivers the paper to customers
B) critics who claim that all newspapers are biased and dishonest
C) customers who buy the paper at newsstands
D) subscribers
Answer: B
Explanation: B) Stakeholders include anyone who is affected by the organization's decisions or actions. So both a paper boy and customers are affected by the paper. Critics who criticize the paper from afar are not stakeholders because what they do is not significantly affected by anything that the paper does.
Diff: 2 Page Ref: 36
Objective: 2.2
Learning Outcome: Describe the components of the management environment

79) Which of the following is an internal stakeholder for the newspaper, *The Daily Recorder*?
A) the editor of *The Daily Sun*
B) the city council
C) shareholders in *The Daily Sun*
D) *The Daily Recorder* shareholders
Answer: D
Explanation: D) The various parts of *The Daily Sun* are at best external stakeholders in *The Daily Recorder* since they belong to an organization that is a competitor of the paper. Similarly, the city council would be considered an external stakeholder, not an internal stakeholder. That leaves the shareholders of the paper itself—they are internal stakeholders.
Diff: 1 Page Ref: 36
Objective: 2.2
Learning Outcome: Describe the components of the management environment

80) *The Daily Recorder* is trying to decide whether it will fire about 200 employees if things don't change in the near future. The paper is scheduling a meeting with the 200 employees. The employees want to include their own family members at the meeting. How should the paper respond?
A) Family members are internal stakeholders, so they should have a separate meeting with the paper without the employees.
B) Family members are internal stakeholders, but they not should be allowed to attend the meeting.
C) Family members are external stakeholders, so they should be allowed to attend the meeting.
D) Family members are not stakeholders, so they should not be allowed to attend the meeting.
Answer: C
Explanation: C) Family members should be considered stakeholders since the actions of the paper will directly affect their lives. As stakeholders, they may be allowed to attend the meeting. Note that the family members cannot be considered internal stakeholders since they are not officially involved with the paper.
Diff: 2 Page Ref: 36
AACSB: Ethical understanding and reasoning abilities
Objective: 2.2
Learning Outcome: Discuss the role of ethics and social responsibility in management

81) *The Daily Recorder* is considering raising its price from 60 cents to 75 cents. Which stakeholders should it consider most in making this decision?
A) All stakeholders should be considered equally.
B) all internal stakeholders
C) all external stakeholders
D) its customers
Answer: D
Explanation: D) Though all stakeholders should be considered in an important decision, in most cases some stakeholders should be regarded as more critical than others. In this case, the customers who will be expected to pay the extra cost should be considered first and foremost.
Diff: 2 Page Ref: 37
AACSB: Ethical understanding and reasoning abilities
Objective: 2.2
Learning Outcome: Discuss the role of ethics and social responsibility in management

82) *The Daily Recorder* is considering charging online readers a flat fee for access to the news on their computers and electronic devices. Which stakeholder should the paper NOT worry about informing?
A) the paper's online customers
B) the paper's rival, *The Daily Sun*
C) the unions that control the paper's workers
D) the paper's print subscribers
Answer: B
Explanation: B) The paper certainly should inform all readers of the change as a courtesy. The paper's unions also may be informed, though they may be only indirectly or marginally affected by the decision. One constituency that should not be told about the change is the paper's competitor. The less that *The Daily Sun* knows about the change, the more of a competitive advantage that the paper will get out of the change.
Diff: 2 Page Ref: 37
AACSB: Use of information technology
Objective: 2.2

83) The Total Freedom political party is trying to determine its position on climate change. Whom should the party consider as its stakeholders?
A) official party members
B) all potential voters
C) all people in the world
D) all people in the United States
Answer: C
Explanation: C) Since climate change affects the entire planet, stakeholders for this issue include all people on the planet, not just party members, voters, or citizens of the United States.
Diff: 2 Page Ref: 37
AACSB: Dynamics of the global economy
Objective: 2.2
Learning Outcome: Describe the components of the management environment

84) Which of the following identifies one reason why managers should NOT put time into managing stakeholder relationships?
A) Managing stakeholder relationships can lead to less predictability of environmental changes.
B) Managing stakeholder relationships can lead to more predictability of environmental changes.
C) Managing stakeholder relationships can lead to innovations.
D) Managing stakeholder relationships can lead to increased trust among stakeholders.
Answer: A
Explanation: A) Managing stakeholder relationships can lead to more, not less, predictability of environmental changes. If stakeholders are aware of the actions and decisions that the organization is going to undertake, they are less likely to feel "surprised" by those actions and decisions and more likely to become cooperative with the organization itself. Stakeholders who are not kept "in the loop" are likely to feel resentful toward the organization and more likely to take actions that are against the organization's better interests.
Diff: 3 Page Ref: 37
Objective: 2.2
Learning Outcome: Describe the components of the management environment

85) What do most high performing companies have in common when it comes to stakeholder relationships?
A) High performing companies tend to consider the interests of all stakeholder groups when they make important decisions.
B) High performing companies tend to consider the interests of internal stakeholder groups only when they make important decisions.
C) High performing companies tend to consider the interests of external stakeholder groups only when they make important decisions.
D) High performing companies tend not to consider the interests of stakeholder groups when they make important decisions.
Answer: A
Explanation: A) High performing companies tend to be aware that the more input they get from stakeholders of every variety, the better off they are. Keeping stakeholders as informed as possible leads to better relationships and more input for how the company can succeed in a highly competitive marketplace. High performing companies recognize that they can't operate in a vacuum, and important decisions must be considered from every angle before they are made.
Diff: 3 Page Ref: 37
Objective: 2.2
Learning Outcome: Describe the components of the management environment

86) The culture of an organization is analogous to the _____ of an individual.
A) skills
B) personality
C) motivation
D) ability
Answer: B
Explanation: B) Organizational cultures are like people—individual, contradictory in places, full of quirks and unexpected traits. In other words, organizational cultures resemble individual personalities, making personality the correct response.
Diff: 1 Page Ref: 38
Objective: 2.3
Learning Outcome: Explain the influences of organizational culture

87) Which of the following phrases best characterizes the culture of an organization?
A) our official code of conduct
B) how things are done around here
C) the most efficient way to do things
D) guidelines for where this organization is going
Answer: B
Explanation: B) The most apt phrase for an organizational culture is "how things are done around here." An organizational culture is not thought to be official in any way, efficient, or comprised of a set of guidelines to light the way to the future. Instead, the organizational culture is a set of values and attitudes, making "how things are done around here" a perfect description.
Diff: 3 Page Ref: 38
Objective: 2.3
Learning Outcome: Explain the influences of organizational culture

88) Which of the following is NOT a common way in which corporate cultures are transmitted to employees?
A) stories
B) informal rituals
C) formal culture meetings
D) symbols
Answer: C
Explanation: C) Corporate culture gets handed down through stories, rituals, and material symbols, but not formal culture meetings. The dissemination of cultural values is almost always an indirect process in which meaning is inferred from a story, action, or even something as small as a facial expression.
Diff: 2 Page Ref: 38
Objective: 2.3
Learning Outcome: Explain the influences of organizational culture

89) Sony Corporation's focus on product innovation is an example of which of the following dimensions of organizational culture?
A) member identity
B) people focus
C) risk tolerance
D) conflict tolerance
Answer: C
Explanation: C) Innovation is a creative process, and being creative almost always involves making mistakes and taking risks. This makes risk tolerance the correct choice and eliminates the other items that do not deal with innovation or creativity.
Diff: 2 Page Ref: 38-39
Objective: 2.3
Learning Outcome: Describe the innovation process and identify strategies for stimulating creativity and innovation

90) Which of the following is NOT considered to be a characteristic of organizational culture?
A) attitudes about taking risks
B) aggressiveness and competitiveness
C) purchasing policies
D) attention to detail
Answer: C
Explanation: C) Organizational culture involves attitudes, how competitive employees are, and how perspicacious and tidy employees are. Organizational culture does not involve purchasing, making "purchasing policies" the correct response for this question.
Diff: 2 Page Ref: 38-39
Objective: 2.3
Learning Outcome: Explain the influences of organizational culture

91) The original source of an organization's culture usually reflects the vision and attitudes of _____.
A) the current president or CEO of the organization
B) the organization's original employees
C) contemporaries who are admired by the organization
D) the organization's founders
Answer: D
Explanation: D) Corporate culture is typically a tradition so it would be impossible for it to be provided by current members of the organization or contemporaries held in high esteem. Original employees of an organization might help contribute to corporate culture, but the culture's primary sources are invariably the organization's founders. In general, corporate cultures reflect the values and attitudes of their founders, making the organization's founders the correct response.
Diff: 2 Page Ref: 39
Objective: 2.3
Learning Outcome: Explain the influences of organizational culture

92) What does the story of 3M employee Art Fry inventing the Post-it® note to make church hymns communicate to 3M employees?
A) Church is important.
B) Creativity is important.
C) Workers need to take a day off.
D) Workers never stop working.
Answer: B
Explanation: B) Fry's discovery is celebrated because it is a brilliant example of creativity and persistence. One can infer from the story that being creative does not end when an employee leaves the office. Rather, a truly creative person can derive inspiration from the most unlikely of circumstances.
Diff: 3 Page Ref: 40
Objective: 2.3
Learning Outcome: Explain the influences of organizational culture

93) All of the following show why corporate rituals can be valuable in a corporate culture EXCEPT _____.
A) rituals help initiate new employees into the culture
B) rituals reinforce corporate values
C) rituals symbolize key ideas that are important in the culture
D) rituals intimidate and silence critics of the corporate culture
Answer: D
Explanation: D) Rituals have been shown to be valuable for initiations, reinforcing attitudes and values, and conveying important ideas and ideals. One would hope that rituals would not be used to intimidate or stifle the instincts of an employee in any way, making the choice regarding that issue the correct response.
Diff: 2 Page Ref: 40
Objective: 2.3
Learning Outcome: Explain the influences of organizational culture

94) Bill Bowerman's waffle iron story tells what about company values?
A) Bowerman's story says that Nike employees should not worry about boundaries between home and work.
B) Bowerman's story says that Nike employees should consider work more important than family.
C) Bowerman's story says that Nike employees should be tenacious in their pursuit of the best solution to a problem.
D) Bowerman's story says that Nike employees should consider family more important than work.
Answer: C
Explanation: C) Bowerman's story is primarily about being persistent and dogged when you are solving a problem. Though Bowerman ultimately solved his problem at home rather than in the workplace, the story is less concerned with where he was located than it is in his finding the ultimate solution to the problem. Similarly, the point of the story is problem solving, not the distinction between family and work.
Diff: 2 Page Ref: 40
Objective: 2.3
Learning Outcome: Explain the influences of organizational culture

95) What do almost all corporate legends have in common?
A) Corporate legends go back to the early days of the company in which a founder met a challenge in an unusual way.
B) Corporate legends are always contemporary and never go back to the early days of the company.
C) Corporate legends always address the idea of good versus evil, with the company siding with good.
D) Corporate legends never address the idea of morality and always leave the audience wondering what the point is.
Answer: A
Explanation: A) Corporate legends are essentially myths—rather than address contemporary concerns or morality per se, these myths show how the behavior of company founders or others helped the company find its way to success.
Diff: 2 Page Ref: 40
Objective: 2.3
Learning Outcome: Explain the influences of organizational culture

96) What is the implicit message in a story like the tale of the Post-it® note and Art Fry?
A) Your problems are not as difficult as the problems that Art Fry faced so you shouldn't complain.
B) You can solve your problems in novel and creative ways just like Art Fry.
C) Your problems are much harder than the problems that Art Fry faced but the tools you have to solve them are much better.
D) Your problems are not like the problems that Art Fry faced so you can't solve them in the same way.
Answer: B
Explanation: B) The message of the Art Fry story is to encourage employees to meet challenges with the same kind of open mind and creative spirit in which Art Fry met his challenge. The story is not meant to comment specifically on Post-it® notes or to make comparisons about how hard or easy today's business climate is when compared to Art Fry's environment.
Diff: 2 Page Ref: 40
Objective: 2.3
Learning Outcome: Explain the influences of organizational culture

97) How is a corporate ritual different from a corporate story or legend?
A) A ritual does not attempt to teach a specific lesson while a story or legend does.
B) A story or legend does not attempt to teach a specific lesson while a ritual does.
C) A ritual is not to be taken seriously while a story or legend is.
D) A story or legend is not to be taken seriously while a ritual is.
Answer: A
Explanation: A) Both rituals and stories and legends are meant to be taken seriously. The two are different, however, in that a story or legend typically has a specific point it wants to make or a lesson it wants to teach. A ritual, on the other hand, is more concerned with conveying the company identity rather than communicating any specific message.
Diff: 2 Page Ref: 40
Objective: 2.3
Learning Outcome: Explain the influences of organizational culture

98) What is a ritual like the "Passing of the Pillars" meant to convey to company employees?
A) The "Passing of the Pillars" is meant to tell the recipient that company loyalty is more important than any other thing.
B) The "Passing of the Pillars" is meant simply as an amusement to keep employees loose and flexible.
C) The "Passing of the Pillars" is meant to tell employees that they need to think "outside the box."
D) The "Passing of the Pillars" is meant to give the recipient a sense of belonging and identity.
Answer: D
Explanation: D) The "Passing of the Pillars" is not merely amusement, nor is it meant to convey any specific lesson or message to employees. Instead, the ritual is meant to give employees a sense that they belong and that the company believes in them and believes that they can do the difficult job at hand successfully.
Diff: 2 Page Ref: 40
Objective: 2.3
Learning Outcome: Explain the influences of organizational culture

99) How might a manager at WorldNow use its drill to motivate employees?
A) by saying that if employees don't work hard, company rivals will "drill" WorldNow
B) by saying that if employees work hard, WorldNow will be able to "drill" its competitors
C) by saying that like an electric drill that can work all day without quitting, employees need to be persistent
D) by saying that to solve a tough problem, employees need to "drill" down to the truth of the situation
Answer: D
Explanation: D) WorldNow's drill is not a symbol that is meant to be used as a weapon or as a relentless machine. Instead, the drill refers to a worker not being satisfied with the surface answer to a question. Instead, workers are encouraged to "drill" down through the surface to find the true solution to the problem at hand.
Diff: 2 Page Ref: 40
Objective: 2.3
Learning Outcome: Explain the influences of organizational culture

100) Which of the following most accurately reflects the difference between strong cultures and weak cultures?
A) Strong cultures tend to encourage employee innovation, while weak cultures do not.
B) Weak cultures are found in most successful organizations, whereas strong cultures are relatively rare.
C) Strong cultures have less of an influence on employee behavior than do weak cultures.
D) Company values are more deeply held and widely shared in strong cultures than in weak cultures.
Answer: D
Explanation: D) Strong cultures are common in successful organizations, making the choice regarding weak cultures being found in most successful organizations incorrect. The choice regarding strong cultures having less influence is incorrect because strong cultures have more impact on individuals than weak cultures. Strong cultures encouraging employee innovation is incorrect because a strong culture may or may not encourage innovation. This leaves the choice regarding company values being more deeply held and widely shared as the correct response, as it accurately states that strong cultures imprint themselves more deeply into individuals than weak cultures.
Diff: 2 Page Ref: 41
Objective: 2.4
Learning Outcome: Explain the influences of organizational culture

101) What determines whether an organization has a strong culture or a weak culture?
A) how much employees are compensated for their efforts and whether they think their compensation is fair
B) how much employees accept the organization's key values and are committed to those values
C) whether or not employees feel that the organization is ethical
D) how fairly employees feel that they are being treated
Answer: B
Explanation: B) What distinguishes a strong organizational culture and a weak culture does not primarily depend on such things as compensation or fairness, though those things do figure into a culture. Instead, the critical element is the employees' belief and commitment to organizational values.
Diff: 2 Page Ref: 41
Objective: 2.4
Learning Outcome: Explain the influences of organizational culture

102) Which kind of culture most affects the way managers plan?
A) A weak organizational culture gives managers the freedom to make their own decisions.
B) A strong organizational culture gives managers the freedom to make their own decisions independent of organizational values.
C) A strong organizational culture helps guide the way managers plan.
D) A weak organizational culture helps guide the way managers plan.
Answer: C
Explanation: C) A strong organizational culture helps guide the way for all of the primary managerial functions—planning, organizing, leading, and controlling. Rather than make decisions that are independent of organizational values, a strong culture instills those values in its managers and guides them on their way to planning, organizing, leading, and controlling.
Diff: 2 Page Ref: 41
Objective: 2.4
Learning Outcome: Explain the influences of organizational culture

103) Which of the following statements about organizational culture is correct?
A) An organization with a weak culture would need fewer written rules and regulations to conduct business than a strong culture.
B) An organization with a strong culture would need more written rules and regulations to conduct business than a weak culture.
C) An organization with a strong culture would need fewer written rules and regulations to conduct business than a weak culture.
D) Both weak and strong organizational cultures need as many written rules and regulations to conduct business as possible.
Answer: C
Explanation: C) A strong culture essentially takes the place of written rules and regulations. Rather than need to consult written documents, employees in a strong culture simply refer to the unwritten precepts that the culture provides. In organizations with truly strong cultures, there is agreement with respect to values so this system works well.
Diff: 2 Page Ref: 41
Objective: 2.4
Learning Outcome: Explain the influences of organizational culture

104) How does the Apache Corp. communicate its attitude toward risk taking to its employees?
A) through actions that reward risk taking and initiative
B) through actions that discourage risk taking and initiative
C) through written policies and rules that reward risk taking and initiative
D) through written policies and rules that discourage risk taking and initiative
Answer: A
Explanation: A) The ways in which managers create a culture of risk taking and quick decision making is not explicit at Apache. Instead, managers know the values of the company implicitly and express those values through their actions, rewarding smart risk taking and encouraging workers to be creative and innovative and discouraging employees who are excessively timid or conservative in their actions.
Diff: 2 Page Ref: 41
Objective: 2.4
Learning Outcome: Explain the influences of organizational culture

105) Which kind of organizational culture do the following values describe?
1. Don't be lazy or sloppy.
2. It's better to try a good idea and fail then to stick with a bad idea.
3. When you think your product is perfect, go back and try to make it better.
A) a company that values innovation more than quality
B) an innovative, risk-taking company that has high standards
C) a company that values quality more than innovation
D) a conservative, risk-averse company that has high standards
Answer: B
Explanation: B) The company conveys its attitude toward risk and innovation by stating that failure is "allowed" as long a person fails when attempting to implement a good idea. The company conveys its high standards by saying that "perfect" is not good enough.
Diff: 2 Page Ref: 42
Objective: 2.4
Learning Outcome: Explain the influences of organizational culture

106) Which of the following will a "ready-aim-fire" culture tend to do with plans for building a new factory?
A) carefully study the plans before building
B) get the building process underway before the plans are finished in order to avoid possible objections to expansion
C) briefly study the plans before building
D) carry out the planning and building process simultaneously to make sure that the plans are updated continuously
Answer: A
Explanation: A) A "ready-aim-fire" culture spends a great deal of time on "taking aim" before it takes action. This kind of culture, rather than act impetuously, will study the expansion plans endlessly before actually beginning the process of building a new factory.
Diff: 2 Page Ref: 42
Objective: 2.4
Learning Outcome: Explain the influences of organizational culture

107) Which company would be best suited to a "ready-aim-fire" culture?
A) a chocolate bar company that has made the same successful products for decades
B) a pharmaceutical company that is searching for a new way to prevent obesity
C) a cell phone company that is seeking to gain market share
D) a camera company that is worried that cell phones are taking over its business
Answer: A
Explanation: A) A "ready-aim-fire" culture emphasizes slow, deliberate action and careful consideration before taking action. Therefore, a "ready-aim-fire" culture is best suited to a stable, conservative business in which things don't change very much, such as a candy bar business. Cell phone, pharmaceutical, and camera companies are all in industries that are too fast paced for a "ready-aim-fire" culture to be successful.
Diff: 2 Page Ref: 42
Objective: 2.4
Learning Outcome: Explain the influences of organizational culture

108) Which company would be best suited to a "ready-fire-aim" culture?
A) a chocolate bar company that has made the same successful products for decades
B) a pharmaceutical company that is searching for a new way to prevent obesity
C) a cell phone company that is seeking to gain market share
D) a camera company that is worried that cell phones are taking over its business
Answer: C
Explanation: C) A "ready-fire-aim" culture emphasizes fast action and quick decision. The idea is that in a fast-paced industry there is not enough time for a company to study the situation. Instead, managers must make their best guess and proceed with the best plan they can devise. For these reasons, a "ready-fire-aim" culture is best suited to a fast-paced industry such as the cell phone industry in which new innovations and "game-changing" improvements are routinely taking place.
Diff: 2 Page Ref: 40
AACSB: Analytic skills
Objective: 2.4
Learning Outcome: Explain the influences of organizational culture

109) Which managerial planning decision is most affected by organizational culture?
A) the degree of risk that plans contain
B) how much autonomy employees should have
C) how to implement the best leadership styles
D) how much to empower employees
Answer: A
Explanation: A) Autonomy falls into the category of organizing while empowerment is a controlling decision. Leadership style is categorized in the leading function. That leaves risk, which is a part of the planning function of a manager as the correct response.
Diff: 2 Page Ref: 42
Objective: 2.4
Learning Outcome: Explain the influences of organizational culture

110) Which managerial controlling decision is most affected by organizational culture?
A) how to improve employee job satisfaction
B) how much environmental scanning should be done
C) how much to empower employees
D) how to deal with sexual harrassment
Answer: C
Explanation: C) Job satisfaction, environmental scanning, and dealing with sexual harrassment are all part of the leading function. The question of how closely employees are controlled or whether they can control their own action is empowerment, and empowerment is categorized as part of the controlling function of a manager.
Diff: 2 Page Ref: 42
Objective: 2.4
Learning Outcome: Explain the influences of organizational culture

111) Which managerial organizing decision is most affected by organizational culture?
A) how much environmental scanning should be done
B) how to deal with employee disagreements
C) how to structure employee evaluations
D) whether workers should work individually or in teams
Answer: D
Explanation: D) Environmental scanning is a part of the planning function of a manager. Handling employee disagreements is part of the leading function. Structuring evaluations is part of the controlling function. Assigning employees to work in teams or as individuals is part of the organizing function of a manager.
Diff: 2 Page Ref: 40
Objective: 2.4
Learning Outcome: Explain the influences of organizational culture

112) Which managerial organizing decision is most affected by organizational culture?
A) the amount of autonomy that employees should have
B) how much environmental scanning should be done
C) the amount of risk that is acceptable
D) how to structure employee evaluations
Answer: D
Explanation: D) Environmental scanning is a part of the planning function of a manager. Anticipating risk is part of the planning function. Determining employee autonomy is part of the organizing function. Structuring employee evaluations is part of the organizing function of a manager.
Diff: 2 Page Ref: 40
Objective: 2.4
Learning Outcome: Explain the influences of organizational culture

113) Marta is a dean at Linden State University, a school with almost 20,000 students. In her daily activities, she has to deal with problems that involve students, faculty, curriculum, budgets, and a variety of other things. Marta sees an opportunity for her school in increasing the enrollment in individuals who were born in the 1980s and early 1990s. Which term describes these prospective students?
A) Baby Boomers
B) Gen Yers
C) Gen Xers
D) Gen Zers
Answer: B
Explanation: B) The Baby Boomers are defined as those people who were born in the decades that immediately followed World War II. The group that followed the Baby Boomers has been termed *Generation X*. Those that followed Gen X, including current people of college age, are identified as Gen Yers, the correct response. So far, no group has been identified as Gen Z, so that response is incorrect.
Diff: 2 Page Ref: 34
AACSB: Multicultural and diversity understanding
Objective: 2.1
Learning Outcome: Discuss different ways managers work with and promote diversity in organizations

114) Marta is currently focusing her efforts on fundraising. She sees this generation as the cohort on which to focus most of her attention.
A) Gen Y, because it is the wealthiest generation
B) the Baby Boomers, because they are the most ethical generation
C) the Baby Boomers, because they are the largest and wealthiest generation
D) the Post-Millennials, because they are the largest generation that is still looking forward to college
Answer: C
Explanation: C) Based on sheer size, the Baby Boomers are the best choice. They are also the oldest generation and therefore are more likely to have more disposable income than Gen Xers, Gen Yers, or the Post-Millennials.
Diff: 2 Page Ref: 34
AACSB: Multicultural and diversity understanding
Objective: 2.1
Learning Outcome: Discuss different ways managers work with and promote diversity in organizations

115) Marta has turned her attention to cultivating undergraduate students in the near future—three to five years from now. On which generation should she focus her attention?
A) the Baby Boomers, because they are looking for Continuing Education programs for self-improvement
B) Gen X, because they are looking to get advanced degrees so they can obtain high-paying jobs
C) Gen Y, because the job market is so difficult they are looking to specialize in useful major such as accounting and biology
D) the Post-Millennials, because they are of the age that is just beginning to enroll in college
Answer: D
Explanation: D) Though Baby Boomers, Gen Xers, and Gen Yers might have legitimate reasons for pursuing a degree, their needs are minor compared to those of the Post-Millennials, who in 3 to 5 years would be beginning to reach the age where they had completed high school and were ready to go to college.
Diff: 2 Page Ref: 34
AACSB: Multicultural and diversity understanding
Objective: 2.1
Learning Outcome: Discuss different ways managers work with and promote diversity in organizations

116) Marta wants to increase visibility for graduate programs in such areas as public health that are specialized for professionals who have already worked in their field for ten years or more. On which generation should she focus her efforts?
A) Gen W
B) Gen X
C) Gen Y
D) Pre-Millennials
Answer: B
Explanation: B) Gen X is the only generation that is old enough to have worked in a professional field for a decade or more and now wants to return to school and receive additional training and expertise. Therefore, Marta should be focusing on this cohort that is in its forties and early fifties.
Diff: 2 Page Ref: 34
AACSB: Multicultural and diversity understanding
Objective: 2.1
Learning Outcome: Discuss different ways managers work with and promote diversity in organizations

117) Marta is worried that the facilities at Linden State are not as up-to-date as they could be with respect to wi-fi access and the availability of classes on-demand using podcasts, social networking, and other digital advances. Which generation is likely to notice this deficiency the most?
A) the children of the Baby Boomers
B) the Baby Boomers
C) the Post-Millennials
D) Gen X
Answer: C
Explanation: C) The Post-Millennials are all young enough to have grown up with all of the digital advances that are now available in society. They are the group that is most likely to see the "old-fashioned" digital facilities at Linden State as primitive and inadequate.
Diff: 2 Page Ref: 34
AACSB: Multicultural and diversity understanding
Objective: 2.1
Learning Outcome: Discuss different ways managers work with and promote diversity in organizations

118) The CEO of a major corporation experiences emotional problems and makes an appointment to see a psychiatrist. Which of the following has the LEAST legitimate right to be informed about the situation?
A) the stockholders
B) the media
C) the CEO's colleagues
D) the employees of the CEO's company
Answer: B
Explanation: B) Though all of the choices have a stake in the situation, the media's stake is weak at best. There is no reason why the public needs to know about the CEO's condition unless it somehow affects his job performance or the company's general health.
Diff: 2 Page Ref: 36
AACSB: Ethical understanding and reasoning abilities
Objective: 2.2
Learning Outcome: Discuss the role of ethics and social responsibility in management

119) The CEO of a major corporation experiences emotional problems and begins to see a psychiatrist. Which of the following has the most legitimate right to be informed about the situation?
A) The media, if it is possible that the CEO will need to take medication for his condition.
B) The stockholders, if it is likely that the CEO's condition will affect his personal life.
C) The CEO's colleagues, if it is possible that the CEO's condition can affect his ability to make decisions.
D) The CEO's colleagues, if it is likely that the CEO will need to take medication for his condition
Answer: C
Explanation: C) The ability of the CEO to make decisions is what is critical in this situation. Undergoing therapy or taking medication does not have much bearing on the situation as long as the CEO is able to function normally. Nor does it matter that the CEO's condition might affect his personal life. What does matter is that the CEO can make good decisions and perform well in his position.
Diff: 2 Page Ref: 36
AACSB: Ethical understanding and reasoning abilities
Objective: 2.2
Learning Outcome: Discuss the role of ethics and social responsibility in management

120) The CEO of a major corporation experiences emotional problems and is prescribed antidepressants by his psychiatrist. Which of the following do the CEO's stakeholders have the most legitimate right to be informed about?
A) whether the medication can impair judgment
B) whether the medication is long term or short term
C) whether the CEO continues to receive counseling from the psychiatrist
D) whether the medication has any side effects
Answer: A
Explanation: A) Side effects may be meaningful to the CEO, but the most critical issue here is whether the medication might in any way affect the CEO's judgment. Whether or not the CEO is receiving counseling or whether that counseling is long term or short term is not important to the stakeholders. The CEO's judgment is important.
Diff: 2 Page Ref: 36
AACSB: Ethical understanding and reasoning abilities
Objective: 2.2
Learning Outcome: Discuss the role of ethics and social responsibility in management

121) The CEO of a major corporation experiences emotional problems and is prescribed antidepressants by his psychiatrist. The medication has been shown in studies to "cloud judgment." Which of the following do the CEO's stakeholders have the most legitimate right to demand?
A) that the CEO resign from his position
B) that the CEO appoint a colleague to share his leadership position and keep an eye on him
C) that the CEO curtail his use of the medication
D) that the CEO be tested to see if his judgment is impaired
Answer: D
Explanation: D) Stakeholders have a legitimate right to be concerned about the CEO. If his judgment is impaired, he cannot be doing his job to the best of his ability. Therefore, stakeholders have the right to demand a test of the CEO's cognitive abilities. The CEO, of course, is free to refuse to be tested, but stakeholders are also free to ask that he step down if he doesn't comply with their wishes.
Diff: 2 Page Ref: 36
AACSB: Ethical understanding and reasoning abilities
Objective: 2.2
Learning Outcome: Discuss the role of ethics and social responsibility in management

122) The CEO of a major corporation experiences emotional problems and is treated for his condition by a psychiatrist. Shortly after he begins taking medication, the CEO is arrested for reckless driving and appears in the media making bizarre statements that sound misguided and bigoted. When questioned about his competence to lead, the CEO blames his troubles on his medication, then continues to behave erratically and make statements in "bad taste." Which of the following do the CEO's stakeholders have the most legitimate right to demand?
A) that the CEO resign from his position
B) that the CEO appoint a colleague to share his leadership position and keep an eye on him
C) that the CEO increase his medication dose
D) that the CEO decrease his medication dose
Answer: A
Explanation: A) Stakeholders have a legitimate right to be concerned about the CEO. Since his judgment clearly seems to be impaired, the situation seems to be beyond changing the CEO's medication or appointing a colleague to help him. In this case, stakeholders have a legitimate claim to ask the CEO to step down.
Diff: 2 Page Ref: 36
AACSB: Ethical understanding and reasoning abilities
Objective: 2.2
Learning Outcome: Discuss the role of ethics and social responsibility in management

123) The CEO of a major corporation experiences emotional problems and is treated for his condition by a psychiatrist. After being arrested and repeatedly behaving in bizarre and erratic ways, the company's board tries to oust the CEO but fails, so he remains in office. Following the failure to oust him from office, the CEO makes a series of brilliant decisions that vault the company into unprecedented success. Which of the following do the CEO's stakeholders have the most legitimate right to ask for?
A) that the CEO resign from his position
B) that the CEO be given a "figurehead" position in which he is no longer responsible to make decisions
C) that the CEO appoint a colleague to share his leadership position and keep an eye on him
D) that the CEO decrease his medication dose
Answer: C
Explanation: C) Stakeholders have a legitimate right to be concerned about the CEO, but his excellent performance makes the situation hard to evaluate. Asking the CEO to step down may be unfair and it may also do harm to the company. Changing the CEO's medication dose is business that should be kept private between the CEO and his doctor. The best solution in this situation is to have the CEO obtain a "partner" who can help him with his position and make sure that his behavior doesn't become erratic.
Diff: 2 Page Ref: 36
AACSB: Ethical understanding and reasoning abilities
Objective: 2.2
Learning Outcome: Discuss the role of ethics and social responsibility in management

124) Theodore and Janice have formed TJ Soft, an entrepreneurial venture to develop games and other kinds of software for consumers. Theodore feels that success depends on the decisions that he and Janice make in the near future with respect to personnel. If they hire the "right" people, Theodore thinks, the company will be successful. Which view of management does Theodore espouse?
A) the symbolic view of management, because success rides on the decisions of the managers
B) the symbolic view of management, because success rides on external factors—whom Theodore and Janice hire from the outside world
C) the omnipotent view of management, because success rides on the skills of the workers
D) the omnipotent view of management, because success rides on the decisions of the managers
Answer: D
Explanation: D) Theodore has professed an omnipotent view of management because he thinks that everything rides on the decisions that he and Janice make. A symbolic view of management would attribute success more to external factors that affect the market than managerial decisions.
Diff: 2 Page Ref: 32
AACSB: Analytic skills
Objective: 2.1
Learning Outcome: Describe the roles of managers and the skills they need to succeed within an organization

125) Theodore and Janice have formed TJ Soft, an entrepreneurial venture to develop games and other kinds of software for consumers. Janice loves the company but feels that the economy is too slow to expect any kind of overwhelming success at this point in time. For now, Janice just wants the company to survive. In a few years the company perhaps can look forward to true success. Which view of management does Janice espouse?
A) the omnipotent view of management, because success rides on external factors such as the economy
B) the symbolic view of management, because success rides on external factors such as the economy
C) the symbolic view of management, because success rides on internal factors such as the judgment of Theodore and Janice
D) the omnipotent view of management, because success rides on internal factors such as the judgment of Theodore and Janice
Answer: B
Explanation: B) Janice has professed a symbolic view of management because she thinks that success for the company rides on the state of the market. An omnipotent view of management would attribute success more to the ability of Theodore and Janice to guide the company to success than the external environment.
Diff: 2 Page Ref: 32
AACSB: Analytic skills
Objective: 2.1
Learning Outcome: Describe the roles of managers and the skills they need to succeed within an organization

126) Theodore and Janice have formed TJ Soft, an entrepreneurial venture to develop games and other kinds of software for consumers. Theodore has just gotten wind from a highly reliable source that games involving animals and ecosystems are likely to be extremely "hot" in the coming year. Theodore is excited because TJ Soft has two games in development that fit the animal/eco niche perfectly. Which component of the external environment will affect TJ Soft the most in this situation?
A) the demographic component
B) the political component
C) the sociocultural component
D) the global component
Answer: C
Explanation: C) The demographic component, political component, and global components are likely to play only marginal roles in the success of TJ Soft's new games. What will make a difference is that the assessment of public taste—the appetite for a specific kind of game—has been correctly assessed. This assessment employs the sociocultural component of the external managerial environment.
Diff: 2 Page Ref: 32
AACSB: Analytic skills
Objective: 2.1
Learning Outcome: Describe the components of the management environment

127) Theodore and Janice have formed TJ Soft, an entrepreneurial venture to develop games and other kinds of software for consumers. Theodore has just gotten wind from a highly reliable source that Congress is likely to take action in the coming year to ban violent games. TJ Soft has several games that could be considered violent. Which component of the external environment will affect TJ Soft the most in this situation?
A) the political/legal component
B) the demographic component
C) the technological component
D) the economic component
Answer: A
Explanation: A) The demographic component, technological component, and economic components are unlikely to play large roles in this situation. What will make a difference is the political component since Congress is a political entity and the problem that the company has is based on a law that was passed.
Diff: 2 Page Ref: 32
AACSB: Analytic skills
Objective: 2.1
Learning Outcome: Describe the components of the management environment

128) Theodore and Janice have formed TJ Soft, an entrepreneurial venture to develop games and other kinds of software for consumers. Theodore has just gotten wind that engineers have developed a new computer system that works like the devices shown in the Steven Spielberg movie *Minority Report* in which users can control a sophisticated computer using their hands in midair. Janice sees this development as highly important to new games for TJ Soft. Which component of the external environment will affect TJ Soft the most in this situation?
A) the global component
B) the sociocultural component
C) the economic component
D) the technological component
Answer: D
Explanation: D) The sociocultural component, political component, and global components are likely to play only marginal roles in the success of TJ Soft's new games. What will make a difference is a technology development.
Diff: 2 Page Ref: 36
AACSB: Use of information technology
Objective: 2.2
Learning Outcome: Describe the components of the management environment

129) Theodore and Janice have formed TJ Soft, an entrepreneurial venture to develop games and other kinds of software for consumers. Theodore has just read an article that describes the explosion of computer games among young people in India using cell phones and simple computers. This generation in India has well over 300 million people in it, and if TJ Soft can capture just a tiny portion of that market it will be highly successful. Which component of the external environment will affect TJ Soft the most in this situation?
A) the technological component
B) the demographic component
C) the political component
D) the legal component
Answer: B
Explanation: B) The political component, technological component, and legal components are unlikely to play large roles in this situation. What will make a difference is the demographic component since the large population of potential customers in India is the critical factor in this situation.
Diff: 2 Page Ref: 36
AACSB: Analytic skills
Objective: 2.2
Learning Outcome: Describe the components of the management environment

130) Theodore and Janice have formed TJ Soft, an entrepreneurial venture to develop games and other kinds of software for consumers. Theodore has just read an article that says that the low interest rates that currently prevail are likely to end in the coming months. Theodore thinks that TJ Soft may need to apply for a loan now to avoid high costs later. Which component of the external environment will affect TJ Soft the most in this situation?
A) the global component
B) the sociocultural component
C) the economic component
D) the technological component
Answer: C
Explanation: C) The global component, technological component, and sociocultural components are unlikely to play large roles in this situation. What will make a difference is the economic component since interest rates are a function of the economy.
Diff: 2 Page Ref: 36
AACSB: Analytic skills
Objective: 2.2
Learning Outcome: Describe the components of the management environment

131) In a short essay, describe an example in which the global component of an organization's external environment has a large impact on the organization itself.
Answer: Taking advantage of a smart, well-educated labor pool in India, a computer company hires an Indian firm to provide 24/7 technical help for computer users. The advantage of this system is that it uses Skype or other video technology not only to explain problems but to *show* users how to solve their problems. This situation shows how labor in one part of the world can solve problems in another part of the world. Note that this global solution to a problem does not come without a cost. Allowing tech support to come from India means that the United States will lose jobs.
Diff: 2 Page Ref: 31
AACSB: Dynamics of the global economy
Objective: 2.1
Learning Outcome: Describe the components of the management environment

132) In a short essay, described what caused the economic downturn of 2008.
Answer: Extremely low interest rates encouraged people in the United States to borrow heavily to invest in housing. Prior to that time, it was thought that real estate was the safest investment a person could make. The result was that people who did not have the income to afford a real estate purchase bought houses anyway, assuming that if they couldn't make their payments they could simply sell their property at a profit at some time in the near future and emerge from the situation unscathed. This trend continued as interest rates stayed low, allowing almost anyone to borrow. Then finally the housing market fell. Now millions of people had no way out. They couldn't sell their houses and they couldn't make their payments either. So they defaulted, and their defaults reverberated up through the financial chain all the way to giants such as Lehman Brothers and Bear Stearns, both of which succumbed to the situation and went bankrupt. When the housing market dropped, the banks suddenly had no money to lend, causing a credit crunch that almost destroyed the world's financial system. Only injections of capital by the Bush and Obama administrations kept the situation from turning into a worldwide depression.
Diff: 2 Page Ref: 31
AACSB: Analytic skills
Objective: 2.1

133) In a short essay, explain how regulations might be used to reform the economy in the wake of the recent downturn.
Answer: Many of the problems that caused the economic downturn in 2008 were brought about by lax or nonexistent regulations. Allowing mortgage companies to give loans to people who didn't qualify for them, allowing bond ratings companies to identify investments as AAA "sound" when in fact they were dubious are just two of the areas in which increased regulation might have prevented disaster. However, as social scientist Amitai Etzioni points out, there are simply too many transactions in today's economy to control with regulation exclusively. Regulations can go only so far; to get true reform, the attitudes of individuals must change. Practices that are clearly dangerous can be recognized ahead of time and acted upon. As a whole, investors and the general public must learn to behave in a more thoughtful, ethical, moral way while still not abandoning their quest for profit.
Diff: 2 Page Ref: 33
AACSB: Analytic skills
Objective: 2.1

134) In a short essay, explain the difference between the symbolic and the omnipotent view of management.
Answer: The omnipotent view of management holds that managers, and the decisions that managers make, are largely responsible for the success or failure of an organization. When profits go up, the leader gets to take the credit; when profits drop, the leader takes the blame. The symbolic view of management states that the manager is not so critical to success or failure, but rather outside external factors largely determine the fate of an organization.
Diff: 2 Page Ref: 32
AACSB: Analytic skills
Objective: 2.1
Learning Outcome: Describe the roles of managers and the skills they need to succeed within an organization

135) Explain the phrase "demographics is destiny" and give an example of this idea in today's world.
Answer: The phrase "demographics is destiny" refers to the idea that large cohorts of people within a generation tend to drive a culture and an economy. Thus, in the United States, for example, as the enormous Baby Boomer generation grew up and needed housing, the housing market boomed as more and more people bought homes and depleted the existing supply of housing, causing prices to rise. As the children of Baby Boomers grew up and began to move out of their family homes, the Baby Boomers sold their homes and moved into smaller places. The generation that followed the Baby Boomers was not as large as the Baby Boom generation in sheer numbers, so there weren't enough people to buy up available housing. Too few customers chasing too many homes caused the housing market to drop.
Diff: 2 Page Ref: 32
AACSB: Analytic skills
Objective: 2.1

136) In a short essay, describe the parameters in an environmental uncertainty matrix.
Answer: The horizontal axis of the matrix identifies how much change there is in the organization's environment. If change is minimal, the organization exists in a stable environment and doesn't need to worry about new technologies or strong competitors suddenly appearing. In contrast, in a dynamic environment, technological breakthroughs and new rivals do appear frequently. The matrix's vertical axis measures complexity—the number of components that the organization must deal with in its environment. A simple organization has few rivals, suppliers, competitors, and agencies to deal with. A complex organization has many of these components to deal with.
Diff: 3 Page Ref: 35-36
AACSB: Analytic skills
Objective: 2.2
Learning Outcome: Describe the components of the management environment

137) In a short essay, describe a real or fictional company that exists in Cell 1 of the environmental uncertainty matrix.
Answer: Acme Widgets produces widgets in an industry that is established and stable. There have been very few technological innovations in the widget business recently. The same three widget companies have been making the same widgets using the same manufacturing process for decades. Acme also has little complexity to deal with. Acme has only two suppliers and two competitors. It does not need to deal with complicated government rules or regulations.
Diff: 3 Page Ref: 35-36
AACSB: Analytic skills
Objective: 2.2
Learning Outcome: Describe the components of the management environment

138) In a short essay, describe a real or fictional company that exists in Cell 4 of the environmental uncertainty matrix.
Answer: Gulp is a restaurant reservation company that exists in a fast-paced world. The idea behind Gulp is to allow people to make restaurant and other types of reservations online so they don't need to waste time and energy making phone calls. Technological innovations come fast and furious in Gulp's industry. No sooner does Gulp spend money to upgrade its software than some new competitor appears with what appears to be some excellent innovations. In addition to this dynamic environment, Gulp needs to deal with a tremendous amount of complexity. There are over 20,000 different restaurants in Gulp's system for the city, and almost all of them have unique features and needs.
Diff: 3 Page Ref: 35-36
AACSB: Analytic skills
Objective: 2.2
Learning Outcome: Describe the components of the management environment

139) In a short essay, identify all of the stakeholders in a typical apparel company such as the Gap and rank them in terms of importance.
Answer: Stakeholders include anyone in an organization's environment who is affected by the organization's actions and decisions. The Gap's stakeholders includes customers first and foremost, followed by employees and management. Suppliers rank on the next level, including farmers who supply raw materials such as cotton and wool as well as designers, manufacturers, and wholesalers. On the next level are the company's shareholders who have a stake in the financial health of the company and competitors who are affected by the company's actions and strategies. Beyond that is the media, which supplies advertising for the company and is largely responsible for its public image.
Diff: 2 Page Ref: 37
AACSB: Analytic skills
Objective: 2.2
Learning Outcome: Describe the components of the management environment

140) In a short essay, describe how an organization obtains its culture and give an example.
Answer: An organization's culture typically originates with the organization's founders. For example, IBM's founder Thomas Watson laid down the foundation for his company in the 1920s as an organization that "pursues excellence." The culture evolves as it interacts with current members of the organization. Thus, IBM's current CEO Louis Gerstner went back to the founder's original vision of the company but infused a modern interpretation of that vision into the current company.
Diff: 3 Page Ref: 39-40
AACSB: Analytic skills
Objective: 2.3
Learning Outcome: Explain the influences of organizational culture

141) In a short essay, give an example of how an organizational story can have an impact on the organization itself.
Answer: The story of Nike's Bill Bowerman taking his wife's waffle iron and pouring rubber into it illustrates creativity at its best—an employee who is willing to go to great lengths to see if he can solve a difficult problem. The impact that this story can have on an organization can inspire workers to look in unusual places to find answers to tough problems. For example, if the story is successful today, it is inspiring Nike workers to refuse to accept a conventional solution to a problem if it is not adequate, and to resort to an unconventional solution if it is able to get the job done.
Diff: 3 Page Ref: 39-40
AACSB: Analytic skills
Objective: 2.3
Learning Outcome: Explain the influences of organizational culture

142) In a short essay, describe the difference between a strong and a weak organizational culture and how both affect organizational behavior.
Answer: In a strong organizational culture, employees accept the values and goals that the organization promotes. In a weak culture, the opposite is true: the values of the organization are not honored or, in some cases, are not even known. Strong cultures are enormously advantageous to managers because they allow employees to make decisions on their own. For example, if a questionable practice arises within a strong organizational culture, employees know, without anyone telling them, whether or not that practice "is something we do," so there is little need for direct supervision or written rules. In a weak organizational culture, in contrast, a questionable practice may provoke many different responses from confused employees. Ultimately, to retain control the weak culture needs to resort to written rules and close monitoring of workers to make sure that they adhere to organizational values.
Diff: 2 Page Ref: 41-42
AACSB: Analytic skills
Objective: 2.4
Learning Outcome: Explain the influences of organizational culture

143) Write a series of rules that a company could use to encourage its employees to be risk-takers and innovators.
Answer:
1. Don't look for the obvious answer to every question.
2. If you are doing the same thing that your competition is doing, then you are probably doing the wrong thing.
3. Be like a shark: if you aren't moving forward you begin to drown.
4. "Dumb" ideas are useful. A person needs to go through 99 dumb ideas to get one "smart" idea.
Diff: 2 Page Ref: 41-42
AACSB: Analytic skills
Objective: 2.4
Learning Outcome: Explain the influences of organizational culture