MGT3330 Principles of Management – Final Exam

Instructions:

1. There is to be only one (1) submission per team. The exam must be submitted via the Exam 1 Submission Drop Box in PDF Format. Each exam submission needs to include:
   a. The File name when submitted should be as follows:
      i. MGT_3330_<Section Number>_Team Number>
      1. i.e., MGT_3330_70_6
   b. The Team’s Course and Section number, i.e., MGT3330-XX, and
   c. The name of each team member who participated
      i. Should a team member not contribute to the final product, and the rest of the team, as a whole, agree to deny said team member credit then that must be indicated in two (2) fashions;
      1. Omit the team members name from the cover page, and
      2. Notify me directly via Email of the team’s wishes.

2. All exams are due NO LATER THAN 5:00PM on the appointed date. Any exam received after the designated deadline will be considered LATE and will be docked one (1) full grade for each hour received after the deadline. (The team may submit the completed exam prior to the deadline).

3. The exam is comprised often (15) essay questions, each worth a maximum of ten (10) points. Please clearly indicate which question each answer is for. Please answer the questions in your own words and cite any resources used. As a reminder, an answer that is no more than a standard “book” answer will receive a grade no higher than a B or 8 points.

Exam Questions:

1. Describe the four factors that companies can manage to make teams more effective. Specify which of these four factors you feel is of greatest importance in enhancing team performance. Explain the reason for your choice.

2. List and explain the three basic kinds of compensation decisions. Give two examples of what is involved in making each kind of compensation decision. What is a job evaluation? Which kind(s) of compensation decisions are job evaluations directly related to?

3. Explain the nature and intent of federal employment law. Identify the circumstances under which protected characteristics such as gender, age, or religion can be used as the basis for employment decisions as well as the circumstances under which a company may be found guilty of illegal discrimination.

4. What are the Big Five personality dimensions? Explain the significance of the Big Five personality dimensions. Specify how one or more of those dimensions might be used to select or place applicants for employment in a particular job or company.

5. Identify the three different methods or paradigms for managing diversity. Specify which level of diversity each paradigm focuses on. Explain which approach you personally believe will make the greatest contribution to helping U.S. companies manage diversity more effectively in the future.
6. Define equity theory. Identify the five ways in which people try to restore equity when they perceive that they have been treated unfairly. Describe a circumstance in which you or someone you know experienced inequity in a work situation. Explain the actions you (or that person) took to restore equity.

7. What is the relationship between reinforcement and reinforcement theory? Describe how reinforcement contingencies and schedules of reinforcement affect behavior.

8. Identify and describe Fiedler's contingency theory. Explain how this approach might be particularly valuable to an experienced manager in selecting among several job offers for managerial positions in different organizational situations.

9. Compare and contrast charismatic and transformational leadership. Explain why ethical transgressions are less likely among transformational leaders than they are among charismatic leaders.

10. Identify and briefly describe the different kinds of communication channels in organizations. Specify the things that managers should know about using these channels in order to maximize their managerial effectiveness.

11. Identify and explain the balanced scorecard approach to control. Specify its advantages and how it differs from the traditional approach to control used in most companies. Comment on which approach (the traditional or balanced approach to control) is more likely to help a company adapt to a changing, competitive marketplace.

12. Compare and contrast the nature and operational basis of the five methods of control available to managers and organizations. Comment on whether it matters that a manager selects one method of control over another in a given set of circumstances.

13. Discuss the issues, advantages, and risks associated with using information to gain or maintain strategic advantage.

14. Explain why operations management is potentially relevant to every employee in every organization in the 21st century.

15. Briefly explain how production and productivity relate to the financial success of companies as well as the countries in which the companies are located. Given the nature of today's global economy, comment on how these relationships might be particularly important in developing (as opposed to industrialized) countries, where the industrial base and standard of living are low.