

## Human Resources Management Session Test

1. John is a project manager who gets the job done through salary, promotion, and bonus incentives. He is using which of the following types of interpersonal influence?
  - a. Reward power
  - b. Expert power
  - c. Referent power
  - d. Formal authority
  
2. Along with motivating the project team members toward the project goals, the project manager has to make team members fully understand that:
  - a. Conflicting orders may be given by different managers
  - b. Their future promotions depend solely on the project's success
  - c. Communication does not affect project success
  - d. Conflict is totally unacceptable within a project team
  
3. A newly formed project team typically exhibits which of the following characteristic(s)?
  - a. Clear channels of authority
  - b. Power struggles
  - c. Teamwork
  - d. Camaraderie
  
4. In which of the following organizational structures is the project manager's position recognized as a full time job?
  - a. Functional organization
  - b. Weak matrix organization
  - c. Projectized organization
  - d. Expeditor organization
  
5. The organizational culture of a project team in the life cycle of the endeavor is (are):
  - a. The same as the company's culture
  - b. The same as the culture in other company projects
  - c. A distinct culture influenced by the company culture
  - d. Unrecognizable

6. In dealing with conflicts, there is a higher likelihood of conflict resolution if:
- The confrontation is directed to the real problem and away from interpersonal dynamics
  - Everyone involved gives something up
  - Solutions are sought at the highest level possible
  - Discussions are halted temporarily
7. The disorientation experienced by people who suddenly find themselves living and working in a different environment is known as:
- Culture shock
  - Sociocentrism
  - Temporal shock
  - Ethnocentrism
8. Which of the following management actions are examples of a Theory X approach?
- Having an informal cup of coffee with the project team
  - Empowerment of employees
  - Strict supervision of workers' time breaks
  - Posting control charts to show progress
9. People build informal links throughout the organization in order to fulfill their \_\_\_\_\_ need.
- Social
  - Physiological
  - Security
  - Self-actualization
10. The management of organizational relationships in a project is:
- Mostly upward; project managers must relate to senior managers
  - Mostly horizontal; project managers relate to members of their project team
  - Mostly diagonal; project managers relate to functional managers and outside organizations
  - All directions equally

## **Human Resources Management Session Test Answers**

1. a
2. a
3. b
4. c
5. c.
6. a
7. a
8. c
9. a
10. d