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:
   a. The confrontation is directed to the real problem and away from interpersonal dynamics
   b. Everyone involved gives something up
   c. Solutions are sought at the highest level possible
   d. Discussions are halted temporarily

7. The disorientation experienced by people who suddenly find themselves living and working in a different environment is known as:
   a. Culture shock
   b. Sociocentrism
   c. Temporal shock
   d. Ethnocentrism

8. Which of the following management actions are examples of a Theory X approach?
   a. Having an informal cup of coffee with the project team
   b. Empowerment of employees
   c. Strict supervision of workers' time breaks
   d. Posting control charts to show progress

9. People build informal links throughout the organization in order to fulfill their ____________ need.
   a. Social
   b. Physiological
   c. Security
   d. Self-actualization

10. The management of organizational relationships in a project is:
    a. Mostly upward; project managers must relate to senior managers
    b. Mostly horizontal; project managers relate to members of their project team
    c. Mostly diagonal; project managers relate to functional managers and outside organizations
    d. 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