



MULTIPLE-CHOICE TEST

1. ELECTRE is a method of decision making used for:
 - a. decisions taken under risky conditions
 - b. decisions taken under uncertain circumstances
 - c. decisions in a hostile environment
 - d. decisions taken under certain conditions3p.

2. In relation to other execution processes, the management process has three major characteristics:
 - a. efficiency, productivity, continuity
 - b. efficiency, productivity, regressiveness
 - c. continuity, cyclicity, effectiveness
 - d. efficiency, continuity, regressiveness3p.

3. Which of the following authority relationships are established between specialized departments:
 - a. hierarchical
 - b. functional
 - c. matrix
 - d. control3p.

4. The decision maker is a main factor of managerial decision, along with:
 - a. environment
 - b. internal situations that directly or indirectly influence the solutions of management
 - c. external stakeholders and their activities
 - d. exogenous components of the business environment3p.

5. The is the primary unit of the process organization; it is performed at the job level in order to achieve a personal target:
 - a. function
 - b. activity
 - c. attribution
 - d. task3p.

6. Management, as an art, involves:
 - a. the use of personal qualities (intuition, talent, experience) of manager in the management process
 - b. the study of management processes within the organizations of any kind with a view to discover new specific concepts, rules, systems, methods and techniques
 - c. the use of the concepts, rules, systems, methods, techniques, made available by the science of management in the actual management process of organizations
 - d. exercising the functions of management based on formal authority3p.



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7. Which of the following management styles is based on achieving control over processes through highly structured documents and operational procedures:
- a. autocratic
 - b. democratic
 - c. laissez-faire
 - d. bureaucratic
- 3p.
8. $R_i = \alpha A_i + (1 - \alpha) a_i$, is an equation afferent to:
- a. Pessimistic technique
 - b. Optimistic technique
 - c. Hurwitz technique
 - d. Laplace technique
- 3p.
9. The support of coordination is:
- a. motivation
 - b. communication
 - c. strategy
 - d. planning
- 3p.
10. The is the organizational entity composed of several workstations subordinated to the same management position:
- a. compartment
 - b. function
 - c. position
 - d. process
- 3p.
11. According to Herzberg's two-factor theory, hygiene factors:
- a. are intrinsic
 - b. are extrinsic
 - c. cause satisfaction
 - d. are called "motivators"
- 3p.
12. According to McClelland's learned needs theory, there are three categories of needs:
- a. existence needs, relatedness needs, growth need
 - b. physiological needs, esteem needs, social needs
 - c. safety and security need, networking need, self-fulfillment need
 - d. need for achievement, need for affiliation, need for power
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13. One of representatives of the school of human relations is:
- a. Henry Mintzberg
 - b. Douglas McGregor
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14. The so-called "golden triangle of organizing" stands for judicious correlation between:
- compartments, positions and jobs
 - individual job objectives, tasks, powers and responsibilities
 - management positions, operational positions and hierarchical levels
 - strategic objectives, tactical objectives and individual job objectives
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15. The planning function includes:
- all the processes used by the managers in order to determine the staff of the organization to contribute to the achievement of the established objectives, based on motivational factors
 - all the processes through which managers are harmonizing the decisions and actions of the organization's staff, in the organizational context created in order to achieve the objectives
 - all the processes which determine the objectives of an organization and its parts, the resources involved, as well as the manner of achieving the objectives
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16. The management process from any organization involves:
- four managerial functions
 - five managerial functions
 - six managerial functions
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- 3p.
17. Elements listed below refer to steps for application of ELECTRE method:
- Determining the coefficients of importance for each criterion
 - Formulating the problem and establishing the most relevant criteria of evaluating the alternatives
 - Determining the concordance and discordance indicators, with which the options are ranked
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- Specify which of the following combinations reflect the correct order of the steps to be followed when applying ELECTRE:
- 1-2-3-4-5
 - 2-3-4-1-5
 - 2-4-3-1-5
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18. Which of the following management principles assumes that for each leading position there must be a person who could replace its holder anytime when it is necessary, thus ensuring continuity of leadership at all hierarchical levels:
- unity of command
 - management continuity
 - minimal interdepartmental dependence
 - proximity between the management and the operational levels
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19. Decisional table use several quadrants, which include:
- objectives, possible groups of objectives, possible actions or operations aimed at achieving the objectives and groups of actions/ operations necessary for grouping of objectives
 - objectives, possible groups of deciders, potential actions aimed at achieving the objectives and groups of operations necessary for realization of objectives
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20. The involves designing all the departments in an organization, defining positions under their structure and regulating the organizational relations established between them:
- formal organization
 - structural organization
 - process organization
 - informal organization
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21. Taking into consideration Maslow's hierarchy of needs theory, which of the following is not true:
- managers should bear in mind that motivation is generally determined by multiple needs, not by just one or two of these
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25. Management, as a center of decision, is represented by:
- a. an individual or group of individuals that exercise the function of management
 - b. the individual involved in the distribution of information to other members of the organization
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 - d. an individual that sign legal documents for the organization
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26. Which of the following documents details the attributions of the management structures and functional and operational departments:
- a. job description
 - b. organization chart
 - c. rules of organization and operation (ROO)
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- objectives, possible groups of objectives, possible actions or operations aimed at achieving the objectives and groups of actions/ operations necessary for grouping of objectives
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 - potential groups of persons for setting the objectives, established strategic objectives, actions or operations aimed at achieving the objectives and actions groups necessary for accomplish of objectives
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24. $R_i = \alpha A_i + (1 - \alpha) a_i$, is an equation afferent to:
- Pessimistic technique
 - Optimistic technique
 - Hurwitz technique
 - Laplace technique
- 3p.



25. According to Herzberg's two-factor theory, hygiene factors:
- a. are intrinsic
 - b. are extrinsic
 - c. cause satisfaction
 - d. are called "motivators"
- 3p.
26. Management, as a center of decision, is represented by:
- a. an individual or group of individuals that exercise the function of management
 - b. the individual involved in the distribution of information to other members of the organization
 - c. the individual that searches and receives information
 - d. an individual that sign legal documents for the organization
- 3p.
27. According to the degree of the decisional competence, there are:
- a. group decisions and one-person decisions
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 - c. integral decisions and approved decisions
 - d. one - time decisions, periodic decisions and random decisions
- 3p.
28. Taking into consideration Maslow's hierarchy of needs theory, which of the following is not true:
- a. managers should bear in mind that motivation is generally determined by multiple needs, not by just one or two of these
 - b. managers must be aware of the personalized nature of motivation
 - c. managers must realize that employees' needs are likely to change over time
 - d. managers should identify their employees' most important needs and unlink satisfaction of those needs to desired performance
- 3p.
29. The job position involves the following components:
- a. goals, tasks, authority, responsibilities
 - b. the general job description and the specific job description
 - c. job relations and job position
 - d. job recruitment and selection
- 3p.
30. In relation to other execution processes, the management process has three major characteristics:
- a. efficiency, productivity, continuity
 - b. efficiency, productivity, regressiveness
 - c. continuity, cyclicity, effectiveness
 - d. efficiency, continuity, regressiveness
- 3p.



MULTIPLE-CHOICE TEST

1. Which of the following authority relationships are established between specialized departments:
 - a. hierarchical
 - b. functional
 - c. matrix
 - d. control

3p.

2. According to the degree of the decisional competence, there are:
 - a. group decisions and one-person decisions
 - b. predictable decisions and unpredictable decisions
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3p.

4. The decision maker is a main factor of managerial decision, along with:
 - a. environment
 - b. internal situations that directly or indirectly influence the solutions of management
 - c. external stakeholders and their activities
 - d. exogenous components of the business environment

3p.

5. The is the primary unit of the process organization; it is performed at the job level in order to achieve a personal target:
 - a. function
 - b. activity
 - c. attribution
 - d. task

3p.

6. Which of the following documents details the attributions of the management structures and functional and operational departments:
 - a. job description
 - b. organization chart
 - c. rules of organization and operation (ROO)
 - d. process map

3p.



-
7. Management, as an art, involves:
- the use of personal qualities (intuition, talent, experience) of manager in the management process
 - the study of management processes within the organizations of any kind with a view to discover new specific concepts, rules, systems, methods and techniques
 - the use of the concepts, rules, systems, methods, techniques, made available by the science of management in the actual management process of organizations
 - exercising the functions of management based on formal authority
- 3p.
8. Performance tests require the candidate:
- to solve knowledge quizzes
 - to complete a specific task
 - to undertake an activity mainly on motor and verbal aspects
 - to perform a unit of work
- 3p.
9. Elements listed below refer to steps for application of ELECTRE method:
- Determining the coefficients of importance for each criterion
 - Formulating the problem and establishing the most relevant criteria of evaluating the alternatives
 - Determining the concordance and discordance indicators, with which the options are ranked
 - Determining the utility of each criterion and option
 - Analysing the cases in which one option is outranked by another one and making the right choice
- Specify which of the following combinations reflect the correct order of the steps to be followed when applying ELECTRE:
- 1-2-3-4-5
 - 2-3-4-1-5
 - 2-4-3-1-5
 - 2-4-1-3-5
- 3p.
10. The planning function includes:
- all the processes used by the managers in order to determine the staff of the organization to contribute to the achievement of the established objectives, based on motivational factors
 - all the processes through which managers are harmonizing the decisions and actions of the organization's staff, in the organizational context created in order to achieve the objectives
 - all the processes which determine the objectives of an organization and its parts, the resources involved, as well as the manner of achieving the objectives
 - all the processes by which the results obtained are assessed and compared with the planned objectives
- 3p.
11. The duration of tactical decision's effects is:
- very short
 - short
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 - long
- 3p.



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12. According to McClelland's learned needs theory, there are three categories of needs:
- a. existence needs, relatedness needs, growth need
 - b. physiological needs, esteem needs, social needs
 - c. safety and security need, networking need, self-fulfillment need
 - d. need for achievement, need for affiliation, need for power
- 3p.
13. The support of coordination is:
- a. motivation
 - b. communication
 - c. strategy
 - d. planning
- 3p.
14. The so-called "golden triangle of organizing" stands for judicious correlation between:
- a. compartments, positions and jobs
 - b. individual job objectives, tasks, powers and responsibilities
 - c. management positions, operational positions and hierarchical levels
 - d. strategic objectives, tactical objectives and individual job objectives
- 3p.
15. The involves designing all the departments in an organization, defining positions under their structure and regulating the organizational relations established between them:
- a. formal organization
 - b. structural organization
 - c. process organization
 - d. informal organization
- 3p.
16. The organization represents a reunion of:
- a. two or more individuals with a view to achieve a common goal
 - b. three or more individuals with a view to achieve individual goals
 - c. four or more individuals with a view to obtain profit
 - d. five or more individuals with a view to obtain profit
- 3p.
17. The is the organizational entity composed of several workstations subordinated to the same management position:
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- 3p.
18. One of representatives of the school of human relations is:
- a. Henry Mintzberg
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 - c. Michael Porter
 - d. John Child
- 3p.



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19. The first stage of team development is called:
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- 3p.
21. The management process from any organization involves:
- a. four managerial functions
 - b. five managerial functions
 - c. six managerial functions
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- 3p.
22. ELECTRE is a method of decision making used for:
- a. decisions taken under risky conditions
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23. Which of the following management styles is based on achieving control over processes through highly structured documents and operational procedures:
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29. Which of the following management principles assumes that for each leading position there must be a person who could replace its holder anytime when it is necessary, thus ensuring continuity of leadership at all hierarchical levels:
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