Work Industry and Canadian Society (Canadian) 8th edition Krahn Test Bank

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Chapter 2: Contemporary Debates and Issues

Multiple-Choice Questions

Identify the choice that best answers the question.

1. Which of the following is a central argument in the "managerial revolution" theory?

a. Diffusion in ownership and the rise of managers leads to reduced workplace conflict.
b. Managers think and act much like owners do.
c. Many corporations are still controlled by a small, powerful group of shareholders.
d. Family ownership of large corporations is a thing of the past.

ANS: A PTS: 1 REF: pp. 23-24 BLM: Higher Order

2. In his descriptions of postindustrial society compared to industrial societies, Daniel Bell emphasized which of the following arguments?

a. Power would be concentrated among fewer people than in the past.
b. Knowledge workers would become the new elite in society.
c. Only a small number of workers would be involved in knowledge production.
d. The United States would no longer be a dominant world power.

ANS: B PTS: 1 REF: p. 25 BLM: Higher Order

3. Which of the following best characterizes Richard Florida's view of the transformation from goods to knowledge production in contemporary society?

a. Knowledge workers will become increasingly polarized in high- and low-skilled jobs.
b. Creativity and the creative class are responsible for economic growth.
c. Geography becomes less important as workers participate in a networked society.
d. High human capital and education are not as essential for creative workers.

ANS: B PTS: 1 REF: pp. 25-26 BLM: Remember

4. "Creative destruction," according to Joseph Schumpeter, is best characterized by which of the following?

a. The impact of the "managerial revolution" on traditional family-run businesses.
b. The breaking down of old industrial structures and their replacement by more competitive, efficient, and high-technology alternatives.
c. The demise of state socialism and the emergence of capitalism in Russia.
d. The impact of "free trade" on Canada's cultural industries.

ANS: B PTS: 1 REF: p. 27 BLM: Remember

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5. Based on Gordon Laxer's analysis, which of the following best exemplifies the economic changes involved with globalization?

a. Internationalization of production and increased mobility of capital.
b. Ideological change that comes with trade liberalization.
c. The emergence of a universal world culture.
d. New communication technologies that contribute to a growth in services.

ANS: A PTS: 1 REF: pp. 28-29 BLM: Higher Order

6. Which of the following is a central critique of globalization?

a. Poorer countries receive an unfair advantage.
b. Multinational corporations are required to obey different rules in different countries.
c. Workers can easily migrate to any country.
d. National cultures may be threatened.

ANS: D PTS: 1 REF: p. 29 BLM: Remember

7. Which of the following was seen as a negative outcome of the North American Free Trade Agreement (NAFTA)?

a. Increased geographic mobility of workers within Canada.
b. Mexican migrants sending some of their earnings home to family members in Mexico.
c. Highly skilled workers leaving Canada for higher paying work in the United States or Mexico.
d. The rise of low-wage factory production in Mexico.

ANS: D PTS: 1 REF: p. 32-33 BLM: Higher Order

8. Which of the following describes the United States–Mexico–Canada Agreement (USMCA), which was negotiated in 2019?

a. It has allowed Mexico to make decisions about wage rates in Canadian factories.
b. It has attempted to address issues of Indigenous rights.
c. Mexican workers will have poorer wages and working conditions than in the past.
d. It was negotiated so economic growth rates in Mexico could rise to meet those of United States and Canada.

ANS: B PTS: 1 REF: pp. 32-34 BLM: Higher Order

9. Which of the following is the central argument of the "logic of industrialism" thesis?

a. Industrialization leads to lower levels of social inequality.
b. Urbanization has to occur first, before industrialization can develop.
c. Because of industrialization, all countries will eventually resemble each other.
d. Industrialization has to occur first, before large scale urbanization will take place.

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ANS: C PTS: 1 REF: pp. 34-35 BLM: Higher Order

10. Which of the following has been demonstrated by the emergence of industrial capitalism in the East Asian "tiger nations" and in the "BRIC" economies?

a. The validity of the "convergence" theory of industrialism.
b. It now takes less time for countries to industrialize than it did a century ago.
c. Industrial capitalism always functions best if the state (the government) is not involved in any way at all.
d. Industrialization eventually always leads to greater social equality.

ANS: B PTS: 1 REF: pp. 38-42 BLM: Higher Order

11. Which of the following best characterizes the type of capitalism that has emerged in Russia since the collapse of the Soviet Union?

a. Lower levels of inequality than observed when capitalism emerged in western Europe.
b. Much more competition than when capitalism emerged in western Europe.
c. A strong liberal welfare state.
d. An odd mix of communism, capitalism, and organized crime.

ANS: D PTS: 1 REF: p. 41-42 BLM: Remember

12. The term "Next Eleven (N-11)" is best defined by which of the following statements?

a. A group of countries that have been identified as high-potential economies.
b. Canadian provinces and territories that have smaller economies than Ontario.
c. Banks in the United States and Canada that are expected to fail in the next decade.
d. The number of years it typically takes for new technologies to replace older technologies.

ANS: A PTS: 1 REF: pp. 42-43 BLM: Remember

13. Which of the following best characterizes a Keynesian economic principle?

a. The government should have an active role in the economy.
b. The free market should not be regulated.
c. Economic competitiveness requires the shrinking of the welfare state.
d. High unemployment and inequality are normal and unavoidable.

ANS: A PTS: 1 REF: p. 44 BLM: Remember

14. "Live-in caregiving" is a good example of which **two types** of work?

a. Interactive service work and mobile work.
b. Emotional labour and knowledge work.
c. Telework and mobile work.
d. Nonstandard work and service work.

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ANS: A PTS: 1 REF: pp. 45-47 BLM: Higher Order

15. Which of the following is the best example of "emotional labour?"

a. A live-in caregiver who develops strong personal relationships with the family she or he works for.
b. An Oscar Award–winning dramatic performance.
c. A fast-food worker who is forced to smile when interacting with customers.
d. The performance of emotions in relationships with family members.

ANS: C PTS: 1 REF: p. 46 BLM: Remember

16. The term *emotional proletariat* describes workers in low-skilled jobs with high emotional demands. Which of the following is the best example of a "privileged emotional manager"?

a. A Canada Post letter carrier.
b. A bank teller.
c. A player on the Toronto Blue Jays
d. A family doctor

ANS: D PTS: 1 REF: p. 46 BLM: Higher Order

17. Which of the following is the best example of a "mobile worker"?

a. An insurance salesperson who telecommutes part of the time from home.
b. A customer service representative in an Indian call centre.
c. A professional worker who bicycles to work and back.
d. The chief executive officer (CEO) of a trucking company.

ANS: A PTS: 1 REF: p. 47 BLM: Remember

18. Based on Foucault's theorizing, which of the following best describes how power operates in contemporary organizations?

a. Managers participate in direct observation, standing behind workers to observe them.
b. Workers realize that their peers and managers might be watching them at any time.
c. Customer surveys carry more power than manager assessments of workers.
d. New technologies are used to control the pace of work.

ANS: B PTS: 1 REF: pp. 49-50 BLM: Higher Order

19. Which of the following best describes Bourdieu's term *habitus*?

a. The social site where relationships are formed and individuals struggle over position and resources.
b. The combination of economic, social, cultural, and symbolic capital that impact an individual's position at work.

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c. The values and lifestyles that individuals acquire from belonging to certain social groups.
d. The physical environment in which social groups interact.

ANS: C PTS: 1 REF: pp. 50-51 BLM: Remember

20. In his analysis of work and social inequality, Pierre Bourdieu emphasized which of the following arguments?

a. An individual's social background has little impact on his or her work prospects.
b. The rules in work organizations are established by managers and owners.
c. Relationships and networks serve as important resources for individuals at work.
d. Workers are more likely to get ahead if they focus on acquiring just a single form of capital, rather than multiple forms.

ANS: C PTS: 1 REF: p. 50-51 BLM: Higher Order

21. Which of the following statements is **not** part of Ulrich Beck's conceptualization of "risk society?"

a. An increase in flexible labour markets, including more part-time and temporary jobs.
b. The erosion of social security programs, such as unemployment insurance, contributes to individualizing risk.
c. Individuals in developed economies are experiencing less clarity and more insecurity in work and life than in the past.
d. Multinational corporations are less risk-averse than they were a half-century ago.

ANS: D PTS: 1 REF: pp. 51-52 BLM: Higher Order

Short Answer Questions

22. Outline the basic characteristics of a postindustrial society and, in a few sentences, explain why Canada is or is not a postindustrial society.

REF: pp. 25-26

23. Outline the basic argument of the "logic of industrialism" thesis and, in a few sentences, explain why you think it is valid or not.

REF: pp. 34-43

24. Outline the relationship between interactive service work and emotional labour, and explain the different experiences of emotional labour in low- and high-skilled jobs.

REF: pp. 45-46

25. Explain Pierre Bourdieu's multiple types of capital and give a work-related example

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for each.

REF: p. 50

Essay Questions

26. *Globalization* is a term that is frequently used without a specific definition. Based on your reading of Chapter 2, how would you define globalization? What are the multiple dimensions of globalization and how is the process of globalization impacting workers in Canada in the early 21st century?

Suggested student response: *Students should define the multiple aspects of globalization (economic, ideological, cultural, impact of information and communication technology) and discuss how particular policies (e.g., NAFTA, USMCA agreements) have had diverse effects. In terms of the impacts for workers, students might discuss the creative class (Florida) and the polarization of good jobs/bad jobs in Canada, the growth of nonstandard work, and the erosion of the welfare state.*

27. Imagine you are a historian living in the year 2115 and you are tasked to study the major socioeconomic changes that shaped work at the beginning of the 21st century. Outline the most important changes, and explain which you think had the largest impacts for society, as well as for the day-to-day experiences of work by individuals.

Suggested student response: *This question is quite open-ended. In terms of socioeconomic changes, students should define and outline industrial restructuring, deindustrialization, and neo-liberalism. Regarding impacts, students could point to the rise of interactive service work (and emotional labour), as well as mobile workers and mobile work, and other impacts they might identify.*

28. Imagine that Michel Foucault and Pierre Bourdieu were engaged in a debate about how power and inequality function in the workplace. What arguments and counterarguments might each thinker make? What examples might they draw on to support their arguments?

Suggested student response: *Students will need to outline the theories of Foucault and Bourdieu, addressing the concepts of surveillance, self-discipline (the metaphor of the Panopticon), and field, habitus, and capital. Students should compare how each author understands power, and provide an example of how using the work of Foucault and Bourdieu illuminates how inequality occurs in the workplace.*

29. See **Discussion Questions** at the end of Chapter 2 for additional ideas for examination essay questions.

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