Ropes to Skip and the Ropes to Know 10th edition Ritti Test Bank

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Prologue questions:

According to the Ropes prologue, which types of individuals within companies are typically referred to by only their first name?
A. High level employees such as the CEO
B. Low level employees such as computer techs, admin assistants, and entry level professionals
C. Middle level employees such as corporate directors and plant managers
D. Underperforming employees

According to the Ropes prologue, which types of individuals within companies are typically referred to by both their first and last names?
A. High level employees such as the CEO
B. Low level employees such as computer techs, admin assistants, and entry level engineers
C. Middle level employees such as corporate directors and plant managers
D. Underperforming employees

According to the Ropes prologue, which types of individuals within companies are typically referred to by only their last name?
A. High level employees such as the CEO
B. Low level employees such as computer techs, admin assistants, and entry level engineers
C. Middle level employees such as corporate directors and plant managers
D. Underperforming employees

According to the Ropes prologue, organizational hierarchy is comforting for many people for which of the following reasons?
A. It provides order & stability
B. It is a difficult form of organization to understand
C. It creates confusion within the minds of employees
D. It motivates high level employees to work hard as to earn a job offer from a competing organization

According to the Ropes prologue, organizational hierarchy_____
A. May be a damnable form of organization, but it works a whole lot better than whatever is in second place
B. Hurts an organization's ability to make clear decisions
C. Will soon be extinct
D. Is harmful to employee satisfaction

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The Ropes prologue contains a sample company memo discussing Ben Franklyn's new position. Which of the following is not true regarding the memo?

A) It does not discuss a promotion
B) Ben's replacement as Plant manager is likely being appointed to make unpopular changes
C) <u>The position of "Corporate Safety Director" is so essential to the company that Ben must be moved there immediately regardless of the consequences to the plant he is currently managing</u>
D) The phrase "Financial Controls" is a significant term.

The Company headquarters in the Ropes is referred to as _____?

A. The men's hut
B. <u>New York</u>
C. Department d
D. Production

Which of the following statements might explain why the company did not just come out and say that Ben was forced out as plant manager and is being kicked upstairs into an Ancillary job until he retires?

A. That is just not how the game is played within large organizations
B. The company likely wanted to put a positive spin on the staff change so as to "keep the peace"
C. The company does not want to reveal that Ben and Mr. Marsh got into a battle over something, leading Mr. Marsh to transfer Ben.
D. <u>All of the other answers are probable reasons why the company did not come out and say what really happened</u>

Which of the following terms did not likely have a hidden meaning in the memo discussed in the Ropes Prologue?

A. Acting plant manager
B. Appointed
C. Financial controls
D. <u>Expandrium</u>

Part 1 questions:

The perspective that organizations are social groupings of individuals, not machines, is most consistent with which view of organizational behavior?

A. The technical/rational perspective
B. The machine perspective
C. The social perspective
D. <u>The cultural/interpretive perspective</u>

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the ____ perspective of organizational behavior analyzes a case situation to better understand what went wrong and how to do it right according to the principles developed by the study of human behavior in organizations.

A. The technical/rational perspective

B. The soft side perspective

C. The social perspective

D. The Cultural/interpretive perspective

An event such as a wedding that gives concrete expression to deeply held cultural values is known as _____?

A. A ceremony

B. A ritual

C. The Socialization process

D. Impression Management

_____ is the interpretive systems commonly shared by corporate organizations in "Western" societies

A. Corporate culture

b. Ritual

C. Socialization

D. Organizational culture

_____ refers to the interpretive system of a particular organization

A. Corporate culture

b. Ritual

C. Socialization

D. Organizational culture

The process of learning one's gender role through being placed in settings that encourage one to pick up on certain tendencies (i.e. girls being given dolls and signed up for dance, while boys being given army action figures and signed up for tackle football) is known as _____?

A. Corporate culture

b. Ritual

C. Socialization

D. Organizational culture

_____ are accounts of the origins of things and "unquestioned beliefs about the practical benefits of certain techniques and behaviors."

A. Rituals

B. Cultural beliefs

C. Myths

D. Socialization processes

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The belief that all promotion decisions are based on performance is an example of _____?
A. A corporate ritual
B. A cultural belief
C. A corporate myth
D. The socialization process

The Ropes to Skip and the Ropes to Know is primarily written from which perspective of organizational behavior?
A. The technical rational perspective
B. The technical interpretive perspective
C. The cultural/interpretive perspective
D. Stanley's perspective

Most textbooks and classes are taught from which of the following perspectives of organizational behavior?
A. The technical/rational perspective
B. The Ted turner perspective
C. The cultural/interpretive perspective
D. Stanley's perspective

The _____ is a place of taboo, a repository of arcane and secret lore, accessible only to those who have been fully socialized into adulthood
A. The Company cafeteria
B. The mail room
C. The Men's Hut
D. The organizational culture

Which of the following is a symbol of a corporate version of the Men's Hut?
A. The company cafeteria
B. The sign in front of a large office building
C. The secretary's desk
D. The board room and lounge that only high-level managers can enter

Which of the following are reasons that entering the corporate version of the Men's Hut (i.e. upper level management or the next level up of management within the organization) might be disappointing for the Stanley's of the world?
A. Stanley types may find out that jealously guarded secrets and intimate participation in restricted circles often turn out to be either trivial or disappointing or both.

B. Stanley types may find out that the real prize is the attainment of membership, not the knowledge that objectifies that membership.
C. Stanley types may find out that all people get accepted into the Men's Hut eventually if they work hard and are good organizational citizens
D. Answers A & B above

Which of the following is an important function of the Men's Hut metaphor (i.e., the secret society of upper management or the next level of management above the one you currently occupy)?
A. It creates open communication, which helps the organization function more effectively
B. It stimulates idea generation, leading to innovation
C. It helps generals believe in patriotism, school superintendents believe in learning, and bishops believe in God.
D. It creates a dramaturgy of rationality which is necessary to maintain the allegiance of the faithful (i.e. recruits, low-level employees, customers, the public).

Section 1 questions:

What we perceive tends to align quite well with _____?
A. Objective reality
B. Our newly acquired knowledge learned through socialization
C. What we already believe based on our past experiences
D. None of the above

_____ is the process of providing the proper cues so that the perceiver will ignore, distort, or invent "facts" that provide a true image of what is desired
A. Socialization
B. Impression management
C. Ascribed status
D. Social perception

_____ is the process of unconsciously patching up, distorting, or adding details to what we perceive to make what we see consistent with our other perceptions or with our past experience.
a. Socialization
b. Impression management
c. Ascribed status
d. Social perception

Which of the following factors within organizational culture influence social perception?
A. All of our past organizational experience
B. Beliefs and implicit biases
C. Trustworthy recipes for thinking/doing-as-usual
D. All of the other answers are possible factors influencing social perception.

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Which of the following is not a reason that, in organizational life, woefully uninformed judgments about others have to be made?

A. In organizational life, we get to know few people well

B. Status symbols such as corner offices and fancy titles often substitute for objective knowledge about people in the organization

C. Organizational experience provides the only objective knowledge that can be used to evaluate others

D. One's impression management is often more important than one's actual work performance.

Chapter 1 questions:

Chapter 1 discusses a ritual company picnic at which Stanley, with help from a couple of beers, inadvertently talks and acts quite arrogantly toward Mr. Marsh. Based on your reading of the chapter, which of the following effects will Stan's actions most likely have on his future within the company?

A) Stan's actions at the picnic will be extremely influential on his future career opportunities within the company

B) Stan's actions at the picnic will cause his superiors to view him completely differently in the future.

C) Given that there is one Mr. Marsh, while there are lots of Stanleys, the chances are fairly slim that Stan's rather silly actions will have long lasting effects on his career.

D) There is absolutely no way that Stanley's actions at the picnic (or the actions of anyone else for that matter) will have any influence what so ever on anybody's future opportunities within the company.

Chapter 1 of The Ropes discusses a company picnic. After reading the chapter and responding to the discussion questions, which of the following statements is true regarding attending such gatherings, especially as a young or new employee of the organization?

A. It is important to avoid drinking alcohol at such events

B. It is important to attempt to meet and learn each person's name who attends such events

C. It is helpful to attend such events to both get to know co-workers and interact with them in a more casual social setting

D. There is no reason to attend such events as no work decision is ever made on the basis of what happens at a company picnic or holiday party

The statement in chapter 1 that there is virtually no way Stanley could make it or blow it on this occasion is _____?

A. Completely true

B. Completely False

C. True as long as the word "virtually" is taken into account

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D. May not be true if Stanley chooses not to attend the picnic

According to the chapters in the Ropes text, impression management _____?
A. Is unethical at all times
B. Is something that every intelligent person needs to engage in, at least to a point
C. Is the only factor managers tend to consider during performance appraisal?
D. Will always help you earn a promotion

Chapter 2 Questions:

In Chapter 2, Stanley is accompanying the CEO and board of directors on a factory tour. One of the board members points to pipes insulated with Expandrium and says "I have not seen that application before." Stanley responds by saying, "We see it this way, when your own company makes the best product you go with it." Stanley is primarily engaging in which practice in this story?
A) Socialization
B) Ritual
C) Social perception
D) Impression Management

In chapter 2 entitled "the power of Positive Thinking," Ben takes Stanley over to B building and vigorously demonstrates to Stanley that all Company employees need to use the company's product whenever possible. Ben is primarily engaging in which practice in this story?
a. Organizational culture
b. Ritual
c. Social perception
d. Socialization

One lesson that can be taken from chapter 2 entitled "the power of Positive Thinking" -- in which Stan is first yelled at for not using company products and later tells the board that "when your own outfit makes the best product, you go with it" -- is _____?
A. It doesn't matter whether you utilize the product of the company for whom you work
B. If you work at a company, it is almost always expected that you will utilize the products that the company sells
C. Employees of any given company are not ever responsible to help advertise the company's products
D. Engineers are not salespeople

Which characters are managing their impression in chapter 2 "the power of Positive Thinking?"

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A. Mr. Marsh
B. Stanley
C. Ben Franklyn
D. <u>All of the other answers are correct</u>

In chapter 2 "the power of positive Thinking," who is being socialized by Ben Franklyn
A. <u>Stanley</u>
B. Lesley
C. Claude
D. Ted Shelby

Chapter 3 questions:

Lesley's performance was being measured in chapter 3 ("Cleanliness is Next to …") via which of the following?
A. The accuracy of the procedures she used to fix broken machines
B. The speed in which she fixed broken machines
C. The revenue she generated for the Company through fixing machines
D. <u>The manner in which she treated her procedure manual</u>

The scene of Stanly explaining to Lesley that by "dirtying up" performance manuals a bit, supervisors may actually perceive that Lesley is doing a good job primarily illustrates which of the following principles.
A. Impression management
B. <u>Socialization</u>
C. Social perception [NEEDS REVIEW]
D. Ascribed status

Which of the following might explain why the company uses covert metrics (such as the way a manual is treated) to judge employee performance?
A. The Company is too lazy to use important metrics to judge performance
B. The Company is too ethical to use actual metrics of performance
C. <u>The Company does not have the time, resources, or desire to follow Lesley around to see if she does everything correctly and thus just glances at her manual from time to time to see if she is doing things the way she should</u>
D. The company cares deeply about Lesley's career development and thus is always checking to document evidence of her career progression.

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Which of the following might explain why Lesley was told in Chapter 3 "cleanliness is next to …" that she was a maintenance person when her job was actually to be familiar with each machine part and understand where the machines may break down

A. That is just not the way things are typically done in organizations like the Company
B. Things are not always what they appear to be in organization's like the Company and it often works better that way
C. It is possible that one may learn to do a particular task very well when thinking that one is supposed to be performing another task.
D. <u>All of the other answers may be reasons why Les wasn't told exactly what the company wanted her to do on the job</u>

Which ropes character is primarily being socialized in Chapter 3 "Cleanliness Is Next to …"

A. Stanley
B. <u>Lesley</u>
C. Claude
D. Ben Franklyn

Chapter 4 questions:

In Chapter 4 "look of a Winner," Stanley attends a company meeting in New York dressed inappropriately. The other employees point, laugh, and lecture Stan about dressing appropriately. The actions of the other employees toward Stanley in this story <u>primarily</u> represent what principle?

A) Ascribed status
B) Corporate culture
C) Self fulfilling prophesy
D) <u>Socialization</u>

Chapter 4 "Look of a Winner" discusses a situation where Stanley shows up at a company meeting dressed inappropriately. According to the ropes, why do the other employees likely laugh and make fun of Stanley's clothing?

a. <u>They were actually likely somewhat amazed that Stanley showed up dressed in such a manner</u>
b. They are of a different generation than Stanley and thus can't relate to his clothing
c. They do not want to socialize Stanley into the proper way of doing things in the organization.
d. They are related to the "man in the grease stained shirt"

Near the end of Chapter 4" Look of a Winner," Faust tells Stanley about the "man in the grease stained shirt." According to this passage, the man is able to get away with dressing casually at most important company meetings for which of the following reasons?

A. The man is likely highly competent
B. The man is likely a company old timer
C. The man has likely performed his job at a high level for many years

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D. <u>All of the other answers are likely reasons why the man can dress the way he does</u>

Which Ropes character is being socialized in Chapter 4 "Look of a winner?"
A. Lesley
B. Kerry Drake
C. Dr. Faust
D. <u>Stanley</u>

Which of the following reasons may explain why Stanley's colleagues reacted so strongly to a simple matter such as how Stan was dressed for a meeting?
A. They may have been amazed by Stan's behavior
B. They may think The Company is a superior company and thus its employees should look superior
C. They may not understand how Stan is able to get away with breaking the unspoken dress code rule
D. <u>All of the other answers are likely reasons why Stan's colleagues reacted the way they did.</u>

Chapter 5 questions:

Which Ropes character was engaging in calculated impression management in Chapter 5 "Just in Case?"
A. Stanley
B. <u>Dr. Faust</u>
C. Ted Shelby
D. Ben Franklyn

The primary purpose of Dr. Faust's dry runs of his presentation to Stanley in Chapter 5 "Just in Case" was _____?
A. <u>Contingency management</u>
B. Socialization
C. Corporate culture
D. Ritual

Comparing Dr. Faust's impression management in chapter 5 "Just in Case" with Stan's impression management in chapter 6 "The Sincerest Form of Flattery," who is likely to have more success with their approach?
A. Stanly because he is just the right person to imitate Kerry
B. <u>Dr. Faust due to his previous experience in similar meetings</u>
C. Both of their strategies will likely be equally as successful
D. Neither Stan or Faust will be effective because impression management is totally unethical

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Comparing Dr. Faust's Impression management in chapter 5 "Just in Case" with that of Lesley in Chapter7 "Hi Sweetie," whose approach is likely to be more successful over the long term and Why?

A. Lesley, because her approach is based primarily on complete mastery of the material she is supposed to know, while Faust's approach is based primarily on manipulating the situation

B. Faust, because his approach is based entirely on mastery of work knowledge while Lesley's approach is primarily based on manipulating the situation.

C. Both of their strategies will likely be equally as successful

D. Neither of their strategies will be very successful because they are poorly thought out.

Faust's calculated manipulation of the situation in chapter 5 "just in case" is likely

A. Viable in both the short term and the long term

B. Viable only in the short term

C. Viable only in the long term

D. Not at all viable

Chapter 6 questions:

In chapter 6 of The Ropes "The Sincerest Form of Flattery" Stan is a new hire and in his first few months on the job he attempts to imitate nearly all the actions of his boss, causing the folks he works with to nickname him Little Kerry and not take him very seriously. Which of the following reasons likely account for why Stan's strategy of imitating his boss was not very effective?

A. Because of his inexperience, Stan was likely not competent

B. Since Stan was (1) a new employee and (2) young, his attempt to imitate a much older and much more experienced colleague was ill advised

C. The other folks Stan worked with simply don't respect young, college educated workers

D. Stan was much smarter than his co-workers and they were jealous of his abilities

Stanley's impression management strategy of imitating Kerry Drake in chapter 6 "The Sincerest Form of Flattery" is likely

A. Viable in both the short term and the long term

B. Viable only in the short term

C. Viable only in the long term

D. Not very viable

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The main problem with Stan's impression management strategy in Chapter 6 "The Sincerest Form of Flattery" was most likely which of the following?

A. The strategy was unethical
B. <u>The strategy was ineffective because Stan doesn't have enough experience</u>
C. The strategy was against company policy and thus failed
D. The strategy was partly conscious and partly unconscious, which made it a complete failure.

Comparing Dr. Faust's impression management in chapter 5 "Just in Case" with Stan's impression management in chapter 6 "The Sincerest Form of Flattery," who is likely to have more success with their approach?

A. Stanley, because he is just the right person to imitate Kerry
B. **<u>Dr. Faust due to his previous experience in similar meetings</u>**
C. Both of their strategies will likely be equally as successful
D. Neither Stan or Kerry will be effective because impression management is totally unethical

Which of the following is a lesson that emerges from Chapter 6 "The Sincerest Form of Flattery" about managing one's impression in an organizational setting?

A. It is best to imitate someone else
B. It is a bad idea to imitate any mannerisms of anyone else
C. <u>One should never try and be someone they are not</u>
D. One should always try to imitate the older more successful colleague

Chapter 7 Questions:

Chapter 7 entitled "hi Sweetie" discusses a situation where, to gain acceptance, Lesley had to develop a strategy where she learned just about everything possible about the machinery for which she was in charge and dazzle her male colleagues with that knowledge. Which of the following reasons account for why Leslie had to use such a strategy?

A. Since Lesley was not all that smart, she had to come up with a plan to cover up her lack of general intelligence
B. <u>Since Lesley is a young, female employee in a job primarily held by middle aged males, she needed to prove herself beyond any reasonable doubt so the boys would respect her abilities.</u>
C. Lesley is young, cocky, and very full of herself
D. Lesley really did not have to use this strategy and ironically utilizing the strategy likely harmed her career progression

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Comparing Dr. Faust's Impression management in chapter 5 "Just in Case" with that of Lesley in Chapter7 "Hi Sweetie," whose approach is likely to be more successful over the long term and Why?

A. Lesley, because her approach is based primarily on complete mastery of the material she is supposed to know, while Faust's approach is based primarily on manipulating the situation

B. Faust, because his approach is based entirely on mastery of work knowledge while Lesley's approach is primarily based on manipulating the situation.

C. Both of their strategies will likely be equally as successful

D. Neither of their strategies will be very successful because they are poorly thought out.

Comparing the impression management strategies of Lesley in Chapter 7 "Hi Sweetie" and Stanley in Chapter 6 "The Sincerest Form of Flattery," why will Lesley's strategy likely be more successful?

A. Lesley's strategy is centered around imitating a much more senior colleague

B. Stanley's strategy is centered around expert knowledge

C. Lesley's strategy is centered around expert knowledge

D. Stanley's Strategy is centered around imitating a much more senior colleague

In chapter 7 "Hi Sweetie" Lesley first tries to manage her impression by imitating a much more senior colleague and then has to shift strategies. Why?

A. Lesley is incompetent

B. Lesley is not knowledgeable

C. Lesley is young and female, while her more senior colleague was a middle-aged man and thus there isn't any reason why what worked for him wont work for her

D. Lesley is young and female, while her more senior colleague was a middle-aged man and thus what worked for him likely won't work for her.

In chapter 7 "Hi Sweetie," who must figure out the best way to manage an impression in a work setting?

A. Stanley

B. Lesley

C. Ben Franklyn

D. Drew Bolt

Section 2 questions:

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The term that describes a phenomenon in which people start behaving in accordance with how we expect them to behave (e.g., women being emotional, young people being cocky, prison guards being mean) is known as _____?
A. The men's hut
B. Corporate culture
C. The self-fulfilling Prophecy
D. Social perception

Section 2 of The Ropes describes the Stanford prisoner experiment. What is the principle that best accounts for the brutal actions of the guards and the weak actions of the prisoners in that experiment?
A) Impression management
B) Ascribed status
C) Socialization [NEEDS REVIEW]
D) Organizational Culture

The fundamental attribution error describes human beings' tendency to
a. Blame the failures of others on their motives and traits
b. Blame the failures of others on external factors in the situation (e.g., the economy or the company's culture)
c. Claim that the successes of others are primarily due to external factors in the environment (e.g., the economy or the company culture)
d. Claim that the failures of others are likely randomly determined

_____ is the idea that our status symbols should be consistent with one another, and consistent with our "real" status
A. Ascribed Status
B. Status congruence
C. Social perception
D. The fundamental attribution error

The process of assigning values, traits, and other attributes to an individual based only on that individual's race, religion, gender, or corporate title is known as _____?
A. The fundamental attribution error
B. Ascribed Status
C. Selective Perception
D. The self-serving bias

_____ is the practice of assigning certain members of society to differing classes because of beliefs that society holds about them by reason of sex, race, religion, or ethnic background.
A. Ascribed Status

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B. Status congruence
C. Social perception
D. The fundamental attribution error

What do the experiments described at the end of Section 2 say about the nature of human behavior and ascribed status?

A. Human Behavior is essentially random
B. Ascribed status has little to no effect on human behavior
C. <u>Individual behavior is largely under the control of social forces and environmental contingencies rather than personality traits</u>
D. Individual behavior is largely under the control of personality traits rather than social forces and environmental contingencies

Chapter 8 questions:

As discussed in Chapter 8 "Administrivia," which of the following strategies is acceptable for a woman to use so that she is not perceived to be an administrative assistant?

A. Consistently go out drinking and dancing with the boys to prove that she can fit in.
B. <u>Show up early and introduce herself to everyone by name and position</u>
C. Try and completely imitate the persona of a successful male colleague
D. Angrily inform all persons attending an important meeting that "I am not a secretary and you had better darn well realize that!"

In chapter 8 "Administrivia," Pat Jones -- Company Director of Human Resources Research -- tells Lesley that the best way for her to avoid being labeled as an administrative assistant is to do which of the following?

A. Bring an expensive briefcase to meetings
B. Take notes at meetings
C. Get the coffee for the men when asked to do so
D. <u>Send obvious signals that she is not an administrative assistant</u>

According to Chapter 8 "Administrivia," which of the following likely explains why Lesley is asked by a male corporate director to go get the coffee at an important staff meeting?

A. <u>Ascribed Status</u>
B. Status congruence
C. Social perception
D. The fundamental attribution error

According to Chapter 8 "Administrivia," what are some strategies that professional female employees (particularly young professional female employees) can utilize so that middle aged male managers and others will not assume that they are administrative assistants?

A. Talk with meeting attendees about professional work topics

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B. Show up early at important meetings and introduce yourself to meeting attendees by name and title
C. Research attendees prior to the meeting to create "talking Points"
D. <u>All of the other answers will likely help professional female employees not be mistaken for secretaries</u>

In Chapter 8 "Administrivia," who is a victim of the principle of ascribed status?
A. <u>Lesley</u>
B. Pat Jones
C. Stanley
D. Kerry Drake

Chapter 9 questions:

Which of the following likely explains why individuals with specialized knowledge in one specific area are often not promoted into managerial or more general positions within The Company?
A. <u>Ascribed Status</u>
B. Status congruence
C. Social perception
D. The fundamental attribution error

In Chapter 9 "Typecast" Stanley is stuck in the role of social media marketing specialist. Which of the following likely account for him being stuck in this position?
A. <u>Too much success</u>
B. Too many average performance reviews
C. Too much knowledge
D. Too much ego

In Chapter 9 "Typecast," which entertainer is cited as an example of someone who has never stayed in one role long enough to become typecast?
A. Chevy Chase
B. Drew Bolt
C. Jimmy Buffett
D. <u>Taylor Swift</u>

What is the lesson from chapter 9 "Typecast" for career progression?
A. It is a good strategy to become specialized in one narrow area of expertise because you will always have job security
B. You will never have job security unless you develop expertise in a narrow specialty
C. <u>It is advisable to develop competencies in several areas so you do not get typecast into a narrow specialty</u>
D. All of the other answers describe lessons that can be taken from chapter 9 "Typecast."

Chapter 10 questions:

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What is the potential problem with Lesley's Facebook strategy in chapter 10 "To Friend or Not to Friend?"

A. <u>It may be a bit too liberal and may thus lead to blurred lines between different life settings</u>
B. It may be a bit too conservative and may thus lead people to think that she is hiding something or a bit unfriendly
C. It may be a bit too moderate and thus lead to inner conflicts about who to let into her personal network
D. It is consistent with that of a classic ladder climber and thus may indicate that she views Facebook as just another networking opportunity

What is the potential problem with Stan's Facebook strategy in chapter 10 "To friend or Not to Friend?"

A. It may be a bit too liberal and may thus lead to blurred lines between different life settings
B. It may be a bit too conservative and may thus lead people to think that he is hiding something or a bit unfriendly
C. <u>It may be a bit too moderate and thus lead to inner conflicts about who to let into his personal network</u>
D. It is consistent with that of a classic ladder climber and thus may indicate that he views Facebook as just another networking opportunity

What is the potential problem with Claude's Facebook strategy in chapter 10 "To friend or Not to Friend?"

A. It may be a bit too liberal and may thus lead to blurred lines between different life settings
B. <u>It may be a bit too conservative and may thus lead people to think that he is hiding something or a bit unfriendly</u>
C. It may be a bit too moderate and thus lead to inner conflicts about who to let into his personal network
D. It is consistent with that of a classic ladder climber and thus may indicate that he views Facebook as just another networking opportunity

What is the potential problem with Ted Shelby's Facebook strategy in chapter 10 "To friend or Not to Friend?"

A. It may be a bit too liberal and may thus lead to blurred lines between different life settings
B. It may be a bit too conservative and may thus lead people to think that he is hiding something or a bit unfriendly
C. It may be a bit too moderate and thus lead to inner conflicts about who to let into his personal network

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D. <u>It is consistent with that of a classic ladder climber and thus may indicate that he views Facebook as just another networking opportunity</u>

What are some potential lessons to learn from Chapter 10 "To Friend or Not to Friend?"

A. If you plan to succeed in the corporate world, you must accept all friend requests
B. If you plan to succeed in the corporate world, you must not accept any friend requests from colleagues
C. If you plan to succeed in the corporate world, you should certainly not have social media profiles out there for others to judge
D. <u>If you plan to succeed in the corporate world, you need to realize that social media profiles are a mechanism which others may use to judge you and such profiles could potentially influence your chances of success in the corporate world</u>

Chapter 11 questions:

Which of the following likely explains why many organizational members often view a young female employee taking maternity leave differently from a young male employee job hopping every couple of years?

A. <u>Ascribed Status</u>
B. Status congruence
C. The self-fulfilling prophecy
D. The fundamental attribution error

Which celebrity is mentioned in chapter 11 "You Can't Be Too Careful" as an example of someone who has personal beliefs that are likely quite far out of the mainstream?

A. Taylor Swift
B. Chevy Chase
C. Tim Cook
D. <u>President Trump</u>

Chapter 11 "You Can't Be Too Careful" discusses some illegal job interview questions that are commonly asked of female professional applicants about such matters as family planning, moving on short notice, needing a husband's permission to work late, and methods of birth control. After reading this chapter and answering the discussion questions, which of the following may be an acceptable response for an individual who is asked an illegal question during a job interview?

A. Omit the truth through methods such as ducking the question or changing the subject
B. Answer the question honestly and don't worry about the consequences
C. Inform the interviewer that the question is illegal and not answer it
<u>D. All the other options are viable and it's a personal decision about how to handle this situation</u>

In chapter 11 "You Can't Be Too Careful" several of the Ropes characters have a friendly argument about equal opportunity laws (EEO). What is Kerry Drake's

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explanation of how the job hopping of young male employees should be viewed in comparison to young female employees taking maternity leave every few years.

A. The two should both be viewed as a large sacrifice on the company's behalf
B. <u>The two should both be viewed as a "cost of doing business."</u>
C. The maternity leave should be viewed as a large sacrifice on The Company's behalf, while the job hopping should be expected and accepted as normal
D. The job hopping should be viewed as a large sacrifice on the company's behalf, while the maternity leave should be expected and accepted as normal

In chapter 11 "You Can't Be Too Careful" several of the Ropes characters have a friendly argument about equal opportunity laws (EEO). What is Ted Shelby's explanation of how the job hopping of young male employees should be viewed in comparison to young female employees taking maternity leave every few years.

A. The two should both be viewed as a large sacrifice on The Company's behalf
B. The two should both be viewed as a "cost of doing business."
C. <u>The maternity leave should be viewed as a large sacrifice on The Company's behalf</u>
D. The job hopping should be viewed as a large sacrifice on The Company's behalf

Chapter 12 questions:

According to chapter 12 "Scarlet Letter," how do organizational members typically explain unexpected outcomes such as a woman making it to top management?

A. <u>With explanations that preserve the general stereotype such as "she is sleeping her way to the top"</u>
B. With explanations that do not preserve general stereotypes such as "she thinks like a man."
C. Through explanations that break down general stereotypes such as "Recent research indicates that women are better managers in various situations."
D. Through the standard explanation of "our top managers know what their doing, do you think they would be there if they didn't?"

Which of the following likely explains why Ann Wood is viewed as "one tough broad" by middle-aged male employees in chapter 12 "Scarlett Letter?"

A. Socialization
B. Status congruence
C. <u>Differing gender expectations</u>
D. The fundamental attribution error

In Chapter 12 "Scarlett letter" Ann Wood is often referred to behind her back as which of the following?

A. Highly incompetent
B. Highly Determined
C. Woody
D. <u>Red Wood</u>

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In Chapter 12 "Scarlett Letter" Lesley and Pat Jones have a lengthy discussion about why rapidly rising female managers are often viewed as cold, mean, and even bitchy. Which of the following might explain that phenomenon?

A. <u>We have different expectations for typical behavior across genders and thus it is viewed as normal when men act tough at work, but it is viewed as out of the ordinary for women to act tough at work.</u>

B. We have different expectations for typical behavior across genders and thus it is viewed as out of the ordinary when men act tough at work, but it is viewed as normal for women to act tough at work.

C. Both genders are viewed the same in the corporate world and performance is the only thing that counts

D. General stereotypes help preserve the notion that neither men nor women should act tough in the work environment.

What is different about the following three phrases?

I. Sleeping her way to the top
II. A credit to his race
III. Thinks like a man

a) Item 1 is strangely meant as a compliment to the person it is said about, while items II and III are derogatory to the persons they are said about.
b) There is no difference, they are all compliments
<u>c) Items II and III are strangely meant as compliments to the persons they are said about, while item I is derogatory to the persons it is said about.</u>
d) Items I and II are strangely meant as compliments to the persons they are said about, while item III is derogatory to the persons it is said about.

Chapter 13 questions

In Chapter 13 "Do you have Questions" what is the key reason that highly competent job candidates hinder their chances to get high level jobs?

a) Asking too many highly technical questions that the interviewer can't answer
b) Asking questions that make it appear they are overly interested in the company
c) Asking questions about the collegial culture of the office
d) Asking questions about quick promotion opportunities

According to Chapter 13 entitled "Do you have Questions," which of the following is a topic that you may want to ask questions about during short, screening interviews?

a) Quick promotion opportunities available once you get the job
b) The weather in the area where the job opportunity is located
c) The new, exciting market offering of the company
d) The shopping in the community in which the company is located

According to Chapter 13 entitled "Do you have Questions," which of the following is a topic that you should not likely ask questions about during short screening interviews?

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a) Quick promotion opportunities available once you get the job
b) The weather in the area where the job opportunity is located
c) The shopping in the community in which the company is located
d) All of the other topics are likely things that job candidates should avoid asking questions about during short, screening interviews

During chapter 13 "Do You Have Questions," which of the following was the main reason that the committee liked Holly after the screening interviews?
a) Her personable nature
b) Her Technical proficiency
c) Her attention to detail
d) All of the other answers are probable reasons that the committee liked Holly

According to Chapter 13 "Do you Have Questions," which of the following are reasons why junior associates often get put in charge of conducting interviews for highly technical job positions?
A) vice presidents are busy and do not want to deal with screening interviews
B) Junior associates are always extremely knowledgeable about the technical details of the job
C) Junior associates will ignore cultural fit during such interviews because they have not been with the company as long as busy vice presidents
D) Junior associates care more about technical hires than busy vice presidents

Chapter 14 questions

Chapter 14 entitled "Queen Bee" claims that female managers who are the only females to reach a certain level of management may not want competition at that level of management from which of the following types of individuals?
a) African American males
b) Young White Males
c) Uneducated individuals
d) Female managers

According to Chapter 14 entitled "queen Bee," which of the following is likely the key reason that female top managers may exhibit Queen Bee Syndrome?
a) Sexism
b) Discrimination
c) Fear
d) Insecurity

In chapter 14 entitled "Queen Bee," Lesley is confused about how to work with Anne Wood for which of the following reasons?
a) Lesley has always reported to male supervisors
b) Wood seems unapproachable
c) Wood seems not to like Lesley's specialty function of referral lending

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d) All of the other answers are probable reasons why Lesley is confused about how to work with Anne Wood

Which of the following is not a reason Why Lesley is confused about how to work with Anne Wood in Chapter 14 "Queen Bee?"

a) Lesley has always reported to male supervisors
b) Wood seems unapproachable
c) Wood seems not to like Lesley's specialty function of referral lending
d) Wood is against promoting other female employees

In chapter 14 entitled "Queen Bee," which character is perceived as a female top manager who doesn't seem to want to share her executive level position with other female managers?

a) Ann Wood
b) Pat Jones
c) Holly Peño
d) Marsha mason

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