

Management/Marketing/Human Resources (72)

—OPEN EVENT—

Regional—2012

TOTAL POINTS _____ (500)

Failure to adhere to any of the following rules will result in disqualification:

- 1. Contestant must hand in this test booklet and all printouts. Failure to do so will result in disqualification.***
- 2. No equipment, supplies, or materials other than those specified for this event are allowed in the testing area. No previous BPA tests and/or sample tests or facsimile (handwritten, photocopied, or keyed) are allowed in the testing area.***
- 3. Electronic devices will be monitored according to ACT standards.***

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Directions: Identify the letter of the choice that best completes the statement or answers the question and mark it on the Scantron form provided.

1. This level of management includes department heads and district sales managers.
 - a. supervisory management
 - b. middle management
 - c. senior management
 - d. staffing management

2. Autonomy allows workers to make decisions about how they perform their jobs.
 - a. True
 - b. False

3. According to the American Disabilities Act of 1990, persons who fall under the conditions of this act should be granted _____ in order to fulfill their tasks.
 - a. handicapped parking
 - b. reasonable accommodations
 - c. executive privilege
 - d. civil liberties

4. A manager who provides leadership within the company or interacts with others outside the organization is said to be working within his or her _____.
 - a. information related role
 - b. decision making role
 - c. interpersonal role
 - d. required role

5. _____ is the type of layout that groups equipment and staff based on the various steps involved in producing a product.
 - a. Fixed Position
 - b. Process
 - c. Product
 - d. Facilities

6. A store that only sells men's clothing, shoes, and accessories would be considered a _____.
 - a. market segmentation
 - b. geographic segmentation
 - c. target market
 - d. niche market

7. Banks move money between _____.
 - a. other banks
 - b. banks and individual customers
 - c. governments
 - d. all of the above

8. Your net worth goes up when you _____.
- spend more than you earn
 - pay off previous debts
 - borrow money to pay a deficit
 - withdraw money from a savings account
9. _____ refers to the number of different skills a worker needs to perform a job.
- Skill variety
 - Task identity
 - Task significance
 - Autonomy
10. Any employee who has a physical or mental impairment, a record of impairment, or is considered impaired and this limits one or more of their major life activities are defined as a _____.
- worker with restriction
 - disabled individual
 - unskilled worker
 - handicapped impaired worker
11. An activity that seeks profit by providing goods and/or services to others is called _____.
- selling
 - trading
 - business
 - marketing
12. _____ strategy is the action stage of strategic management.
- Evaluating
 - Implementing
 - Functional
 - Formulating
13. Employment terminating without any explanation by an employer is considered _____.
- temporary contract work
 - at-will employment
 - piecework contract
 - employee leasing
14. The study of how to create the conditions that will make better use of resources is referred to as _____.
- resource development
 - conditional response
 - economical know how
 - any of the above

15. In the SWOT analysis the S stands for _____.
- supervisors
 - strengths
 - supplies
 - services
16. If Cindy is asked by her manager Bob to go out after work and have dinner and she declines, but then Cindy receives a bad job review three weeks later this is an example of _____.
- hostile work environment
 - sexual harassment
 - quid pro quo
 - team building
17. Being concerned for the welfare of the society as a whole is referred to as having _____.
- economical power
 - social responsibility
 - overcome trade barriers
 - introduced democracy
18. A plan to reverse negative trends in a company is called _____.
- Functional Strategy
 - Business Strategy
 - Combination Strategy
 - Defensive Strategy
19. What department of an organization works with interviewing, hiring and other employee issues?
- Accounting
 - Marketing
 - Human Resources
 - Information Systems
20. Which of the following are modes of entering global markets?
- Licensing, importing, and exporting
 - Exporting, franchising, and importing
 - Licensing, franchising, and creating subsidiaries
 - Importing, creating subsidiaries, and franchising
21. _____ strategy provides overall direction for the company.
- Corporate
 - Growth
 - Stability
 - Defensive

22. What act insures that employees are treated equally regardless of race, religion or age?
- ADA
 - EEOC
 - Affirmative Action
 - USERRA
23. Standards of behavior that are accepted by society as right versus wrong can also be called _____.
- ethics
 - morals
 - behavioral science
 - theoretical balance
24. _____ planning is the systematic studying of an issue and the preparation of a written document to deal with the problem.
- Formal
 - Operational
 - Strategic
 - Long-term
25. What is one topic you should not bring up in the first stage of a job interview?
- Job skills
 - Salary and benefits
 - Education
 - Work experience
26. Which of the different degrees of competition below is defined as a form in which a few sellers dominate a market?
- Oligopoly
 - Monopoly
 - Perfect competition
 - Oligopic monopoly
27. _____ is a region within which trade restrictions are reduced or eliminated.
- Open Economy
 - Free Market
 - Embargoed Region
 - Free Trade Area
28. Which of the following is not a standard benefit?
- Insurance
 - Free housing
 - Retirement plan
 - Vacation time

29. Standards that define the organizations guiding values and, among other things, stresses shared accountability is _____.
- compliance based ethics
 - integrity based ethics
 - morally based ethics
 - internationally based ethics
30. Goods and services that are sold abroad are _____.
- imports
 - foreign Goods
 - exports
 - domestic Goods
31. There are four main resources of business, which is not one of the four:
- Human Resources
 - Financial Resources
 - Leisure Resources
 - Information Resources
32. The relationship of a nation's imports and exports is referred to as its _____.
- trade deficit
 - gross national product
 - internal balance of products
 - balance of trade
33. The point at which the total cost equals the total revenue is known as _____.
- break even point
 - equalized profit margin
 - equalized supply vs. demand point
 - fixed cost point
34. When members of the non-protected class feel they are rejected due to affirmative action laws and quotas they experience a feeling of _____.
- discrimination
 - unlawful hiring practices
 - reverse discrimination
 - conditional provisions
35. Those people who stand to gain or lose by the policies and activities of the organization are _____.
- stakeholders
 - suppliers
 - customers
 - bankers

36. _____ is data that shows how the economy is performing.
- Economic indicators
 - Break even analysis
 - Supply and demand
 - Price elasticity
37. After four hours of continuous work, a company must provide an employee with a _____. If an employee will work a shift of eight hours or more they must provide a _____.
- lunch/break
 - job rotation/lunch
 - break/lunch
 - first break/second break
38. The position in which an organization puts itself regarding social and political issues is often defined as its _____.
- corporate philanthropy
 - corporate responsibility
 - corporate policy
 - corporate image
39. The loss associated with the best opportunity that is passed up is _____.
- financial deficit
 - repossession
 - opportunity cost
 - monetary decline
40. According to Federal Regulation Guidelines, the standard rate for minimum wage is:
- \$7.50 per hour
 - \$7.15 per hour
 - \$7.00 per hour
 - \$7.25 per hour
41. Which of the different economic systems allows for very little incentive for its workers to put in extra effort and/or to provide goods of quality?
- Capitalism
 - Socialism
 - Communism
 - Mixed Economy
42. Owners of corporations have unlimited liability.
- True
 - False

43. Employees who are given the opportunity to learn their jobs by hands-on experience and real-world instruction obtain the benefits of _____.
- situational learning
 - on the job training
 - apprenticeship
 - industry workshops
44. The organization that was assigned the responsibility to mediate trade disputes internationally is _____.
- United Nations
 - International Trade Union
 - European Market
 - World Trade Organization
45. All of the following are examples of unions EXCEPT _____.
- Rotary Club
 - Teamsters
 - AFL-CIO
 - National Education Association
46. When training and job development are mixed with practical experience and formal education simultaneously this is _____.
- externship training
 - internship training
 - fellowcraft training
 - cooperative training
47. When an individual uses investment information not generally available to the public to better his/her position and/or finances s/he is said to be benefiting from _____.
- secrets
 - insider trading information
 - market speculation
 - stock tip information
48. Groups of workers who collectively bargain for rights such as higher wages and better working conditions are _____.
- lobbyists
 - picketers
 - co-workers
 - unions

49. What is the most important resource in any business?
- a. Information
 - b. Human
 - c. Material
 - d. Financial
50. Giving workers the responsibility and freedom to respond quickly to customer requests and to make decisions related to their work is called _____.
- a. empowerment
 - b. conservatism
 - c. liberalism
 - d. independence



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KEY

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TOTAL POINTS _____(500)

Judges/Graders:

Please double-check and verify all scores!

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MULTIPLE CHOICE

- | | | | |
|-----|---|-----|---|
| 1. | B | 34. | C |
| 2. | A | 35. | A |
| 3. | B | 36. | A |
| 4. | C | 37. | C |
| 5. | C | 38. | C |
| 6. | C | 39. | C |
| 7. | D | 40. | D |
| 8. | B | 41. | B |
| 9. | A | 42. | B |
| 10. | B | 43. | B |
| 11. | C | 44. | D |
| 12. | B | 45. | A |
| 13. | B | 46. | D |
| 14. | A | 47. | B |
| 15. | B | 48. | D |
| 16. | A | 49. | B |
| 17. | B | 50. | A |
| 18. | D | | |
| 19. | C | | |
| 20. | C | | |
| 21. | A | | |
| 22. | B | | |
| 23. | A | | |
| 24. | A | | |
| 25. | B | | |
| 26. | A | | |
| 27. | D | | |
| 28. | B | | |
| 29. | B | | |
| 30. | C | | |
| 31. | C | | |
| 32. | D | | |
| 33. | A | | |