**Test tasks on “Psychology of Management”**

level 1

Question №1

|  |  |
| --- | --- |
| V1 | **Perception’s adequacy of information largely depends on the presence or absence in the process of communication of:** |
| 1 | Communicative barriers |
| 0 | Emotional barriers |
| 0 | Semantic barriers |
| 0 | Stylistic barriers |
| 0 | Logical barriers |

Question №2

|  |  |
| --- | --- |
| V1 | **A process of a thought’s turning into a word is called:** |
| 0 | Emotion |
| 0 | Facial expressions |
| 1 | Verbalization |
| 0 | Body language |
| 0 | Eye contact |

Question №3

|  |  |
| --- | --- |
| V1 | **A barrier in which the reasoning logic proposed by the communicator is either too complicated for the recipient to perceive, or it seems to him to be wrong:** |
| 0 | Emotional |
| 0 | Semantic |
| 1 | Logical |
| 0 | Communicative |
| 0 | Stylistic |

Question №4

|  |  |
| --- | --- |
| V1 | **A barrier that occurs when the communicator's speech style does not match the communicative situation:** |
| 0 | Emotional |
| 0 | Semantic |
| 0 | Logical |
| 0 | Communicative |
| 1 | Stylistic |

Question №5

|  |  |
| --- | --- |
| V1 | **One of the mechanisms of persons' perception and understanding of each other is called:** |
| 0 | Communicative theory |
| 1 | Implicit theory of personality |
| 0 | Theory of interaction between individuals |
| 0 | Explicit theory of personality |
| 0 | Theory of formation of interpersonal communication |

Question №6

|  |  |
| --- | --- |
| V1 | **An effect in which the prevailing impression of a person has a certain influence on the subsequent perception and assessment of that person** |
| 0 | “Mass communication effect” |
| 0 | “Psychological effect” |
| 0 | “T.B.Veblen’s effect” |
| 1 | “Halo effect” |
| 0 | “Illusory correlation effect” |

Question №7

|  |  |
| --- | --- |
| V1 | **A type of interpersonal perception, when a person is being attributed by certain personality qualities based on an emotional attitude towards him (or her):** |
| 1 | Emotional |
| 0 | Social-associative |
| 0 | Perceptive-associative |
| 0 | Apolitical |
| 0 | Cognitive |

Question №8

|  |  |
| --- | --- |
| V1 | **A mechanism that influences on correct perception and understanding of each other by people is called:** |
| 0 | Secondary effect |
| 1 | Primary effect |
| 0 | Perception effect |
| 0 | Cognitive dissonance |
| 0 | “Halo effect” |

Question №9

|  |  |
| --- | --- |
| V1 | **Action of a leader in conflict resolution:** |
| 0 | Stirring up conflict |
| 1 | Studying the causes of conflict |
| 0 | Complete disinterest in resolving the conflict |
| 0 | Assumes the role of an outside observer in the conflict |
| 0 | Becomes one of the participants to the conflict |

Question №10

|  |  |
| --- | --- |
| V1 | **Conflict management methods are divided into two groups:** |
| 0 | Pedagogical and social |
| 1 | Pedagogical and administrative |
| 0 | Legal and philosophical |
| 0 | Philosophical and scientific |
| 0 | Psychological and legal |

Question №11

|  |  |
| --- | --- |
| V1 | **One of efficient method of pedagogical conflict management is:** |
| 0 | Rebuke |
| 0 | Commission decision |
| 0 | Court's decision |
| 0 | Order |
| 1 | Conversation |

Question №12

|  |  |
| --- | --- |
| V1 | **Temperament was first described by:** |
| 0 | Aristotle |
| 0 | Plato |
| 1 | Hippocrates |
| 0 | Galenus |
| 0 | Democritus |

Question №13

|  |  |
| --- | --- |
| V1 | **First step in conflict management is:** |
| 0 | Immediate participation to the team |
| 1 | Understanding of its sources |
| 0 | Indifference towards subordinates |
| 0 | Waiting for the heat of conflict |
| 0 | Defending own point of view in a conflict |

Question №14

|  |  |
| --- | --- |
| V1 | **After determining the causes of the conflict, the leader must:** |
| 1 | Minimize the number of participants to the conflict |
| 0 | Increase the number of participants to the conflict |
| 0 | Exit conflict |
| 0 | Continue direct involvement to conflict |
| 0 | Do nothing |

Question №15

|  |  |
| --- | --- |
| V1 | **Type of abilities providing team management and production management:** |
| 0 | General |
| 0 | Special |
| 0 | Creative |
| 0 | Communicative |
| 1 | Organizational |

Question №16

|  |  |
| --- | --- |
| V1 | **Founder of the world's first scientific psychological laboratory:** |
| 0 | V.M. Bekhterev |
| 0 | Z. Freud |
| 1 | W. Wundt |
| 0 | L. Vygotsky |
| 0 | E. Titchener |

Question №17

|  |  |
| --- | --- |
| V1 | **Attention property providing the opportunity to hold several objects in the field of view simultaneously:** |
| 0 | Concentration |
| 0 | Volume |
| 1 | Stability |
| 0 | Switching |
| 0 | Distribution |

Question №18

|  |  |
| --- | --- |
| V1 | **An effective solution to managerial conflict situation is its** |
| 1 | Settlement |
| 0 | Inaction of the participants to the conflict |
| 0 | Elimination |
| 0 | Renewal |
| 0 | Activity of the participants to the conflict |

Question №19

|  |  |
| --- | --- |
| V1 | **Leadership style proposed by K. Levin:** |
| 0 | Destructive |
| 1 | Autocratic |
| 0 | Compromise |
| 0 | Competition |
| 0 | Constructive |

Question №20

|  |  |
| --- | --- |
| V1 | **The word “conflict” of the Latin root and literally means:** |
| 0 | Association |
| 0 | Bitterness |
| 1 | Clash |
| 0 | Decision |
| 0 | Misunderstanding |

Question №21

|  |  |
| --- | --- |
| V1 | **The conflict arising in the organization is called:** |
| 1 | Organizational |
| 0 | Interpersonal |
| 0 | Economic |
| 0 | Social |
| 0 | Political |

Question №22

|  |  |
| --- | --- |
| V1 | **Type of conflict when one of the members of organization violates its rules or established laws:** |
| 0 | External conflict |
| 1 | A conflict between personality and group |
| 0 | Inter-Group conflict |
| 0 | Inter-Personal conflict |
| 0 | Intra-Personal conflict |

Question №23

|  |  |
| --- | --- |
| V1 | **Type of conflict between members of the managing organization, managers and executives:** |
| 0 | Family |
| 0 | Pedagogical |
| 1 | Managerial |
| 0 | Economic |
| 0 | Political |

Question №24

|  |  |
| --- | --- |
| V1 | **Joint activity of conflict’s participants aimed at termination of counteraction and resolution of the problem** |
| 0 | Attenuation of conflict |
| 1 | Resolution of conflict |
| 0 | Inaction of conflict’s participants |
| 0 | Settlement of conflict |
| 0 | Aggravation of conflict |

Question №25

|  |  |
| --- | --- |
| V1 | **Facilitation is:** |
| 0 | Attenuation of conflict |
| 1 | Form of joint work to resolve the conflict within the group |
| 0 | Imposing to opposite side of your own preferred solution |
| 0 | Aggravation of conflict |
| 0 | Rivalry |

Question №26

|  |  |
| --- | --- |
| V1 | **The most effective behavior strategy, including constructive discussion of the problem and full resolution of the contradiction:** |
| 0 | Manipulation |
| 1 | Partnership |
| 0 | Compromise |
| 0 | Rivalry |
| 0 | Inaction |

Question №27

|  |  |
| --- | --- |
| V1 | **A way to resolve conflict by using non-violent means and techniques to resolve the problem:** |
| 0 | Reflection |
| 1 | Conversation |
| 0 | Empathy |
| 0 | Rivalry |
| 0 | Disputes |

Question №28

|  |  |
| --- | --- |
| V1 | **An approach that allows comprehensive discussion of the conflict and find a solution involves:** |
| 0 | Aggravation of conflict until open confrontation |
| 1 | Smoothing of conflict |
| 0 | Duration of conflict |
| 0 | Unresolved conflict |
| 0 | Rivalry |

Question №29

|  |  |
| --- | --- |
| V1 | **Communicative culture is:** |
| 1 | Knowledge, abilities and skills in the sphere of organization of human interaction |
| 0 | Expression of respectful attitude towards other people |
| 0 | Ability to keep oneself in the framework of decency in any situation |
| 0 | Desire to be the first to show courtesy |
| 0 | Ability to express own feelings |

Question №30

|  |  |
| --- | --- |
| V1 | **Business communication is:** |
| 0 | Ability to express own feelings |
| 1 | Process of interconnection and interaction in which exchange of information and experience goes on: |
| 0 | A way to discuss issues openly and collaboratively |
| 0 | Knowledge, abilities and skills in the sphere of organization of human interaction |
| 0 | Transmission or exchange of information and opinions on specific issues or problems |

Question №31

|  |  |
| --- | --- |
| V1 | **Business conversation is:** |
| 0 | Primary means of coordinated decision making |
| 0 | Clash of opinions, disagreement on any issue |
| 1 | Transmission or exchange of information and opinions on specific issues or problems |
| 0 | A way to discuss issues openly and collaboratively |
| 0 | Generalized name of documents of various contents |

Question №32

|  |  |
| --- | --- |
| V1 | **Constructive functions of conflict are manifested in the fact that it:** |
| 0 | Reduces effectiveness of joint activity |
| 1 | Reveals existing contradictions |
| 0 | Conflict is accompanied by a stress |
| 0 | Changes conditions and circumstances of communication |
| 0 | Reduces group unity |

Question №33

|  |  |
| --- | --- |
| V1 | **Identification is:** |
| 0 | Exchange of information and experience |
| 0 | Mechanism of self-cognition in the process of communication |
| 0 | Emotional empathy for another person |
| 0 | Mechanism for interpreting another person’s actions and feelings |
| 1 | Way of cognition another person |

Question №34

|  |  |
| --- | --- |
| V1 | **Indicate the author, thanks to whom management was considered a special scientific activity:** |
| 1 | H. Fayol |
| 0 | R. Stogdill |
| 0 | D. Norman |
| 0 | K. Duncker |
| 0 | J. Dewey |

Question №35

|  |  |
| --- | --- |
| V1 | **A synonym for notion of “Psychology of Management” is:** |
| 1 | Management |
| 0 | Age psychology |
| 0 | General psychology |
| 0 | Philosophy |
| 0 | Social psychology |

Question №36

|  |  |
| --- | --- |
| V1 | **Mandatory element of the group is:** |
| 0 | Exchange of information and knowledge |
| 1 | Goals |
| 0 | Certain number of participants |
| 0 | Subject of communication |
| 0 | Experience exchange |

Question №37

|  |  |
| --- | --- |
| V1 | **This type of subordination is characterized by the following statement: "Let the chief think":** |
| 1 | Indifferent |
| 0 | Liberal |
| 0 | Initiative |
| 0 | Authoritarian |
| 0 | Democratic |

Question №38

|  |  |
| --- | --- |
| V1 | **One of the main management functions is:** |
| 1 | Planning |
| 0 | Independence |
| 0 | Education |
| 0 | Cognition |
| 0 | Improvement |

Question №39

|  |  |
| --- | --- |
| V1 | **Founder of the School of Group Dynamics is:** |
| 0 | Ch. Cooley |
| 1 | K. Lewin |
| 0 | J. Moreno |
| 0 | B.Tuckman |
| 0 | R. Greenson |

Question №40

|  |  |
| --- | --- |
| V1 | **Process of interaction of members of the organization on the basis of interdependence and interaction:** |
| 0 | Psychological pressure |
| 0 | Destructive process |
| 0 | Uniting |
| 1 | Group dynamics |
| 0 | Delegation |

Question №41

|  |  |
| --- | --- |
| V1 | **Group cohesion of organization is expressed by:** |
| 1 | Desire of members of the organization for cooperation |
| 0 | Competition |
| 0 | Disagreements |
| 0 | Absence of own position |
| 0 | Indifference |

Question №42

|  |  |
| --- | --- |
| V1 | **In case of conflict during group decision-making, the manager must:** |
| 0 | Not interfere in the conflict |
| 0 | Insist on own opinion |
| 1 | Control the process course |
| 0 | Act authoritarian |
| 0 | Make a decision not listening to others |

Question №43

|  |  |
| --- | --- |
| V1 | **Group goals of the organization are defined by:** |
| 0 | External environment |
| 1 | Social organization that includes a small group |
| 0 | Set of goals of each group member |
| 0 | Situation |
| 0 | Features of the group itself |

Question №44

|  |  |
| --- | --- |
| V1 | **A sign that characterizes the concept of “test: is:** |
| 1 | Validity |
| 0 | Conformity |
| 0 | Abstraction |
| 0 | Associativity |
| 0 | Introspection |

Question №45

|  |  |
| --- | --- |
| V1 | **Human observation of the inner plan of one 's own mental life is:** |
| 1 | Introspection |
| 0 | Interference |
| 0 | Interaction |
| 0 | Intuition |
| 0 | Validity |

Question №46

|  |  |
| --- | --- |
| V1 | **Group of methods based on phenomenon of projection** |
| 1 | Projective |
| 0 | Testing |
| 0 | Questioning |
| 0 | Empirical |
| 0 | Theoretical |

Question №47

|  |  |
| --- | --- |
| V1 | **Desire to satisfy one’s interests to the detriment of another is:** |
| 0 | Compromise |
| 1 | Rivalry |
| 0 | Adaptation |
| 0 | Settlement |
| 0 | Introspection |

Question №48

|  |  |
| --- | --- |
| V1 | **Non-verbal types of intercourse include the following system of signs:** |
| 0 | Imaginary-logical |
| 1 | Extra-linguistic |
| 0 | Phonetic-grammatical |
| 0 | Linguistic |
| 0 | Verbal |

Question №49

|  |  |
| --- | --- |
| V1 | **Side of intercourse consisting in the exchange of information:** |
| 0 | Empathy |
| 1 | Communicative |
| 0 | Reflection |
| 0 | Abstraction |
| 0 | Antipathy |

Question №50

|  |  |
| --- | --- |
| V1 | **Incorrect attitude in the process of intercourse of members of the group refers to barriers:** |
| 0 | Incorrect sets of consciousness |
| 0 | Organizational-psychological |
| 1 | Social-psychological |
| 0 | Emotional |
| 0 | Linguistic |

Question №51

|  |  |
| --- | --- |
| V1 | **The informal leader is:** |
| 1 | A person who influences the behavior of group members by the force of his personal authority |
| 0 | A person who is officially entrusted with management functions |
| 0 | A member of the group who differs from others by individual peculiarities |
| 0 | A member of the group not significant in the group |
| 0 | A person overwhelming the opinion of others by manipulating |

Question №52

|  |  |
| --- | --- |
| V1 | **Influence of motivation on a person 's group behavior:** |
| 1 | Increases efficiency of activity |
| 0 | Defines group opinion |
| 0 | Dissociates group interests |
| 0 | Lowers efficiency of activity |
| 0 | Separates a person from a group |

Question №53

|  |  |
| --- | --- |
| V1 | **Conglomerates are:** |
| 1 | Formal groups |
| 0 | Unorganized or randomly organized groups |
| 0 | Associations |
| 0 | Pack of species |
| 0 | Marginal unites |

Question №54

|  |  |
| --- | --- |
| V1 | **The term “group thinking” introduced by:** |
| 0 | K. Leonhard |
| 1 | I. Janis |
| 0 | H. Fayol |
| 0 | F. Taylor |
| 0 | M. Weber |

Question №55

|  |  |
| --- | --- |
| V1 | **Symptoms of group thinking include:** |
| 0 | Illusion of vulnerability |
| 0 | Lack of stereotypes |
| 0 | Loneliness |
| 0 | No pressure on dissenters |
| 1 | Illusion of invulnerability |

Question №56

|  |  |
| --- | --- |
| V1 | **According to I. Janis, soil favorable for the growth of group thinking:** |
| 0 | Independent decision-making |
| 0 | Democratic leader who agrees with any opinion |
| 1 | Relative isolation of the group from dissent and authoritarian leader |
| 0 | Independent individuals in the group |
| 0 | Openness of group |

Question №57

|  |  |
| --- | --- |
| V1 | **Consequences of grouping thinking are:** |
| 1 | Group members devote little or no time to discuss reasons |
| 0 | Group members spend a lot of time discussing the reasons |
| 0 | Group members spend a lot of time to pursue the selected policy |
| 0 | The group discusses all options as an alternative |
| 0 | The group learns about the previously unaccounted shortcomings of the selected action |

Question №58

|  |  |
| --- | --- |
| V1 | **A phenomenon of group thinking affects the group:** |
| 0 | Constructively |
| 0 | Neutrally |
| 0 | Positively |
| 1 | Destructively |
| 0 | Emotionally |

Question №59

|  |  |
| --- | --- |
| V1 | **Elements of social organization are:** |
| 1 | Social structure, participants, technologies |
| 0 | Goals, tasks, methods |
| 0 | Actual order |
| 0 | Labor organization |
| 0 | Production organization and manager |

Question №60

|  |  |
| --- | --- |
| V1 | **Participants of the organization are considered to be:** |
| 0 | Social purpose of any organization |
| 0 | Property of labor collective |
| 1 | A collection of individuals, each of whom must have the necessary qualities and skills |
| 0 | Group of dissident people |
| 0 | Main element of the organization |

Question №61

|  |  |
| --- | --- |
| V1 | **A system of group expectations and demands regarding an individual 's performance of social roles is called:** |
| 0 | Position |
| 1 | Expectation |
| 0 | Setting |
| 0 | Intuition |
| 0 | Validity |

Question №62

|  |  |
| --- | --- |
| V1 | **The goal of management psychology is:** |
| 0 | Improvement of the ecological environment |
| 1 | Development of psychological ways to improve the efficiency of organizational systems |
| 0 | Increase in commodity turnover |
| 0 | Improvement of equipment and technologies |
| 0 | Learning how to transmit information |

Question №63

|  |  |
| --- | --- |
| V1 | **Choose the right definition for the the notion of “bureaucracy”:** |
| 0 | Organized relationships with other organizations |
| 0 | Form of relationships within an officially formed team |
| 0 | A collection of individuals, each of whom must possess certain qualities and skills |
| 0 | Main element of the organization |
| 1 | A certain type of organization based on impersonal written instructions |

Question №64

|  |  |
| --- | --- |
| V1 | **For this purpose managers leave cabinet doors open (by T. Schwartz and J. Loehr)** |
| 1 | Hoping to improve communication with employees |
| 0 | Eavesdropping (listening in) to their employees’ conversations |
| 0 | Keep track of latecomers |
| 0 | Improve the quality of work by controlling employees |
| 0 | It is convenient to convene employees for affairs and meetings |

Question №65

|  |  |
| --- | --- |
| V1 | **This method improves employee performance (by T. Schwartz and J. Loehr)** |
| 0 | Good and healthy sleep |
| 1 | Effective work and time planning |
| 0 | Good relationship with manager |
| 0 | Insist on your own opinion |
| 0 | Overtime work |

Question №66

|  |  |
| --- | --- |
| V1 | **In this way, subordinates can earn the trust of the manager (by T. Schwartz and J. Loehr)** |
| 0 | Planning own activity effectively |
| 1 | Gain experience by performing self-responsible tasks |
| 0 | Coming to work on time |
| 0 | Keeping control on each other |
| 0 | Making contact with the manager |

Question №67

|  |  |
| --- | --- |
| V1 | **Finish the sentence: the longer the manager stays at work, the more he... (by T. Schwartz and J. Loehr)** |
| 1 | Gets tired and working while staying at work even longer |
| 0 | Performs unnecessary tasks |
| 0 | Control subordinates |
| 0 | Puts the papers in order |
| 0 | Finishes work for subordinates |

Question №68

|  |  |
| --- | --- |
| V1 | **Finish the thought: managers leave papers on tables to... (by T. Schwartz and J. Loehr)** |
| 0 | Create the appearance that they work |
| 1 | Not to forget about them |
| 0 | Not to lose them |
| 0 | Use as draft copy |
| 0 | Transfer to manager |

Question №69

|  |  |
| --- | --- |
| V1 | **Ability to influence on other people’s emotional state…** |
| 1 | Recognizing other people 's emotions |
| 0 | Dependence |
| 0 | Introspection |
| 0 | Pressure |
| 0 | Imagination |

Question №70

|  |  |
| --- | --- |
| V1 | **The technique proposed by this psychologist aims to identify the ability to understand personality relationships:** |
| 1 | N. Hall |
| 0 | H. Fayol |
| 0 | M. Klein |
| 0 | E. Berne |
| 0 | E. Erikson |

Question №71

|  |  |
| --- | --- |
| V1 | **N. Hall's technique is aimed at determining:** |
| 0 | Making management decisions |
| 0 | Valuable orientations |
| 1 | Emotional intelligence |
| 0 | Planning of managerial actions |
| 0 | Personality of the head-leader |

Question №72

|  |  |
| --- | --- |
| V1 | **Conflict phase with the highest conflict resolution capability:** |
| 1 | Initial phase |
| 0 | Rise phase |
| 0 | Conflict peak |
| 0 | Recession phase |
| 0 | Terminal phase |

Question №73

|  |  |
| --- | --- |
| V1 | **An important basis of oratory art is:** |
| 1 | Breath training |
| 0 | Appearance |
| 0 | Practice |
| 0 | Behavior of the speaker |
| 0 | Brevity |

Question №74

|  |  |
| --- | --- |
| V1 | **Oratory is the art of public speaking with the goal of:** |
| 1 | Persuasion |
| 0 | Consolation |
| 0 | Bring information to the listener |
| 0 | Support |
| 0 | Communication |

Question №75

|  |  |
| --- | --- |
| V1 | **Oratory art is based on principles of:** |
| 1 | Selection of arguments |
| 0 | Persuasion |
| 0 | Communication |
| 0 | Comprehension |
| 0 | Speech building structure |

Question №76

|  |  |
| --- | --- |
| V1 | **Science that played a major role in creating conflict management:** |
| 0 | Pedagogics |
| 1 | Psychology |
| 0 | Hermeneutics |
| 0 | Semiotics |
| 0 | Linguistics |

Question №77

|  |  |
| --- | --- |
| V1 | **A type of conflict for the purpose of obtaining benefit, profit:** |
| 0 | Modeling |
| 0 | Competition |
| 0 | Manipulation |
| 1 | Rivalry |
| 0 | Advancing |

Question №78

|  |  |
| --- | --- |
| V1 | **As a special type of social interaction, conflict is considered in:** |
| 0 | Cultural science |
| 0 | Semiotics |
| 0 | Political science |
| 0 | Philosophy |
| 1 | Sociology |

Question №79

|  |  |
| --- | --- |
| V1 | **Attributing to other people their own replaced motives, experiences and character traits:** |
| 0 | Transformation |
| 0 | Rhetoric |
| 0 | Facial expressions |
| 0 | Fantasy |
| 1 | Projection |

Question №80

|  |  |
| --- | --- |
| V1 | **Extremely destructive way out of intra-personal conflict is:** |
| 0 | Isolated state |
| 0 | Introjection |
| 1 | Suicide attempt |
| 0 | Projection |
| 0 | Reflection |

Question №81

|  |  |
| --- | --- |
| V1 | **Authority is:** |
| 1 | Recognition by others of the influence and significance of someone |
| 0 | Subject who differs by particularly active actions |
| 0 | A person for whom the interests of others are higher than their own |
| 0 | Subject who differs by particularly passive actions |
| 0 | A person for whom his (or her) own interests are higher than others |

Question №82

|  |  |
| --- | --- |
| V1 | **Personality quality that is characterized by ease of contact with other people:** |
| 0 | Indifference |
| 1 | Sociability |
| 0 | Politeness |
| 0 | Empathy |
| 0 | Hostility |

Question №83

|  |  |
| --- | --- |
| V1 | **Process and result of assimilation and active reproduction by an individual of social experience:** |
| 0 | Education |
| 1 | Socialization |
| 0 | Training |
| 0 | Development |
| 0 | Life path |

Question №84

|  |  |
| --- | --- |
| V1 | **Resulting characteristic of natural inclinations, motivational variables:** |
| 0 | Skills |
| 1 | Abilities |
| 0 | Education |
| 0 | Gifts |
| 0 | Habits |

Question №85

|  |  |
| --- | --- |
| V1 | **Skills and abilities in personality structure are psychical:** |
| 0 | Processes |
| 1 | Formations |
| 0 | Needs |
| 0 | Qualities |
| 0 | States |

Question №86

|  |  |
| --- | --- |
| V1 | **The influence of intellectual processes on subordinate’s behavior emphasizes following personality theory:** |
| 0 | Psychodynamic |
| 1 | Cognitive |
| 0 | Behavioral |
| 0 | Activity |
| 0 | Analytical |

Question №87

|  |  |
| --- | --- |
| V1 | **Personality profile:** |
| 0 | Sum of all psychical, spiritual properties of a person |
| 1 | Set of internal factors in decision-making |
| 0 | Individual peculiarities of a person |
| 0 | Certain established image of interaction with the environment |
| 0 | Resulting characteristic of natural gifts |

Question №88

|  |  |
| --- | --- |
| V1 | **Career represents:** |
| 0 | Ability to be independent of external influences and assessments |
| 1 | Process and result of realization of personality intentions |
| 0 | Presence of psychical and behavioral traits |
| 0 | Ability to achieve goals |
| 0 | Structuring personal time |

Question №89

|  |  |
| --- | --- |
| V1 | **Raising mutual awareness of counterparts is following function of conflict:** |
| 0 | Preventative |
| 1 | Informational |
| 0 | Linguistic |
| 0 | Psychological |
| 0 | Signal |

Question №90

|  |  |
| --- | --- |
| V1 | **In its development a career can move in two different planes:** |
| 0 | Organizational, creative |
| 1 | Vertical, horizontal |
| 0 | Business, creative |
| 0 | High, low |
| 0 | Specialized, unspecialized |

Question №91

|  |  |
| --- | --- |
| V1 | **One of subjective factors of personal career potential, including social and professional values:** |
| 0 | Psychophysical characteristics of an individual |
| 1 | Life and career orientations |
| 0 | Physiological characteristics of the individual |
| 0 | Competencies |
| 0 | Personality features |

Question №92

|  |  |
| --- | --- |
| V1 | **Personality features are:** |
| 0 | Health, working capacity |
| 1 | Needs, motives, interests |
| 0 | Social values, level of claims |
| 0 | Professional values, working capacity |
| 0 | Scope and quality of knowledge, abilities and skills |

Question №93

|  |  |
| --- | --- |
| V1 | **Life and career orientations are:** |
| 0 | Needs, motives, interests |
| 1 | Social and professional values |
| 0 | Health, working capacity |
| 0 | Scope and quality of knowledge, abilities and skills |
| 0 | Labor activity, working capacity |

Question №94

|  |  |
| --- | --- |
| V1 | **Psychophysical characteristics of an individual are:** |
| 0 | Needs motives, interests |
| 1 | Instincts, inborn properties, health |
| 0 | Skills, scope and quality of knowledge |
| 0 | Social and professional values |
| 0 | Moral values |

Question №95

|  |  |
| --- | --- |
| V1 | **Contradictions between equal subjects - this is a following type of conflict:** |
| 0 | Intra-personal |
| 1 | Horizontal |
| 0 | Public |
| 0 | Managerial |
| 0 | Group |

Question №96

|  |  |
| --- | --- |
| V1 | **Organization is:** |
| 0 | Unit of business activity |
| 0 | Trading or industrial enterprise |
| 0 | Association of legal entities or individuals for joint economic activities |
| 1 | Social group that distributes tasks among participants |
| 0 | Enterprise that has different organizational and legal forms |

Question №97

|  |  |
| --- | --- |
| V1 | **Personality is:** |
| 0 | Individuality possessing activity and flexibility |
| 1 | Real person possessing mind and self-consciousness |
| 0 | A person officially charged with team management |
| 0 | A person who controls the whole production process |
| 0 | A person who runs the enterprise |

Question №98

|  |  |
| --- | --- |
| V1 | **Leadership is:** |
| 0 | Process of someone 's leadership of a group of people |
| 0 | Ability to impose someone 's own your on other people |
| 1 | Ability of a certain personality to influence team members |
| 0 | Process of management and monitoring activity of the organization |
| 0 | Organization management activities |

Question №99

|  |  |
| --- | --- |
| V1 | **Power is:** |
| 0 | Process of someone 's leadership of a group of people |
| 0 | Organization management and management activities |
| 0 | Ability of a certain personality to influence team members |
| 0 | Management and monitoring activity of the organization |
| 1 | Ability to impose someone 's own will on other people, even against their resistance |

Question №100

|  |  |
| --- | --- |
| V1 | **Management is:** |
| 1 | Process of someone 's leadership of a group of people |
| 0 | Ability to impose own idea on other people |
| 0 | Ability of a certain personality to influence team members |
| 0 | Process of management and monitoring activity of the organization |
| 0 | Organization management and management activities |

Question №101

|  |  |
| --- | --- |
| V1 | **List leadership styles:** |
| 0 | Linear, collegial (joint), anarchical |
| 1 | Directive, democratic, liberal |
| 0 | Managerial, social, political |
| 0 | Authoritative, professional, functional |
| 0 | Formal, informal |

Question №102

|  |  |
| --- | --- |
| V1 | **Leadership is:** |
| 0 | System of methods of the manager’s influence on subordinates |
| 0 | Sum of personal and professional properties of the manager |
| 0 | Art of non-obsessive manipulation of subordinate managers and employees |
| 1 | Management of people in the enterprise to achieve positive dynamics of the company and its human resources |
| 0 | Sum of stable personality traits, properties of his (or her psyche), which determine behavior, reactions and other manifestations of the person |

Question №103

|  |  |
| --- | --- |
| V1 | **Directive management style characterized by:** |
| 0 | Distribution of authorities, initiative and responsibility among the head and deputies, the head and subordinates |
| 0 | Lack of active participation of the leader in team management |
| 0 | High degree of functions’ separation in large groups of various deputies, specialists and consultants |
| 0 | Ability to share one’s own vision of problems with others, motivate them to achieve their goals, i.e. manage with people |
| 1 | High centralization of leadership, dominance of one-man management |

Question №104

|  |  |
| --- | --- |
| V1 | **Democratic management style is characterized by:** |
| 1 | Distribution of authorities, initiative and responsibility among the head and deputies, the head and subordinates |
| 0 | High centralization of leadership, dominance of one-man management |
| 0 | Lack of active participation of the leader in team management |
| 0 | Stable desire to achieve goals alone |
| 0 | High degree of functions’ separation in large groups of various deputies, specialists and consultants |

Question №105

|  |  |
| --- | --- |
| V1 | **Liberal management style is characterized by:** |
| 0 | Distribution of authorities, initiative and responsibility among the head and deputies, the head and subordinates |
| 0 | High centralization of leadership, dominance of one-man management |
| 0 | Stable desire to achieve goals alone |
| 1 | Lack of active participation of the leader in team management |
| 0 | Ability to share one’s own vision of problems with others, motivate them to achieve their goals, i.e. manage with people |

Question №106

|  |  |
| --- | --- |
| V1 | **What is the main content of the character structure?** |
| 1 | Personality orientation |
| 0 | Persuasion |
| 0 | Worldview |
| 0 | Will |
| 0 | Feelings |

Question №107

|  |  |
| --- | --- |
| V1 | **Authority of the head is in following:** |
| 0 | Sum of individual and social qualities of a leader |
| 1 | Sum of personality and professional qualities of a leader |
| 0 | Sum of political views and organizational qualities of a leader |
| 0 | Sum of theoretical knowledge and practical skills of a leader |
| 0 | Sum of individual-psychological features of a leader |

Question №108

|  |  |
| --- | --- |
| V1 | **Stereotypical model of human behavior, objectively set by the social position of the personality in the system of social or personal relations:** |
| 0 | Social status |
| 1 | Social role |
| 0 | Social prestige |
| 0 | Social relations |
| 0 | Social ladder (hierarchy) |

Question №109

|  |  |
| --- | --- |
| V1 | **Relative position of an individual or group, determined by social, natural signs, as well as prestige and place in the structure of power:** |
| 1 | Social status |
| 0 | Social role |
| 0 | Social prestige |
| 0 | Social relations |
| 0 | Social ladder (hierarchy) |

Question №110

|  |  |
| --- | --- |
| V1 | **Comparative assessment of significance, authority, influence, attractiveness, respect for various aspects of life:** |
| 0 | Social relations |
| 0 | Social ladder (hierarchy) |
| 1 | Social status |
| 0 | Social role |
| 0 | Social status |

Question №111

|  |  |
| --- | --- |
| V1 | **In sociological, socio-psychological and other concepts, two types of social status are distinguished:** |
| 0 | Social and individual |
| 0 | Inborn and acquired |
| 1 | Ordered and achieved |
| 0 | Primary and secondary |
| 0 | Personal and public |

Question №112

|  |  |
| --- | --- |
| V1 | **Recognition by people of personal and professional qualities of a person is:** |
| 0 | Prestige |
| 0 | Status |
| 1 | Authority |
| 0 | Role |
| 0 | Influence |

Question №113

|  |  |
| --- | --- |
| V1 | **What is the natural basis of temperament?** |
| 0 | Brain |
| 1 | Type of nervous system |
| 0 | Dynamic stereotype |
| 0 | Nervous processes |
| 0 | Nervous impulses |

Question №114

|  |  |
| --- | --- |
| V1 | **Non-verbal types of communication include:** |
| 0 | Image-logical system of signs |
| 1 | Extra-linguistic system of signs |
| 0 | Phonetic-grammar system of signs |
| 0 | Linguistic system of signs |
| 0 | Verbal system of signs |

Question №115

|  |  |
| --- | --- |
| V1 | **Process of encouraging oneself and others to act for achieving personal and organizational goals is called:** |
| 0 | Inducement |
| 0 | Stimulation |
| 1 | Motivation |
| 0 | Management |
| 0 | Control |

Question №116

|  |  |
| --- | --- |
| V1 | **Supporters of the approach to management who considered focusing only on individual elements of controls to be the drawback of all previous theories:** |
| 0 | Situational |
| 1 | System |
| 0 | Quantitative |
| 0 | Qualitative |
| 0 | Functional |

Question №117

|  |  |
| --- | --- |
| V1 | **Subject of management is understood as:** |
| 0 | Natural person |
| 0 | Legal person |
| 0 | Employee of the organization |
| 1 | Natural and legal person from whom the influence of power comes |
| 0 | Part of objective reality to which the managerial impact is directed |

Question №118

|  |  |
| --- | --- |
| V1 | **Management approach whose supporters considered that management effectiveness is achieved primarily by mobility and adaptability to the environment in which the organization operates:** |
| 1 | Situational |
| 0 | System |
| 0 | Quantitative |
| 0 | Qualitative |
| 0 | Functional |

Question №119

|  |  |
| --- | --- |
| V1 | **Management culture that considers management as a special type of activity, and the manager himself as a professional with special education. In this culture individualism, self-reliance and competitive pragmatism are prior values:** |
| 0 | Australian |
| 1 | American |
| 0 | European |
| 0 | Soviet |
| 0 | Japanese |

Question №120

|  |  |
| --- | --- |
| V1 | **Management culture that provides training of the manager, primarily through the means of experience. Managers of different levels were purposefully carried out through a chain of job schemes in different departments of the company:** |
| 0 | Australian |
| 0 | American |
| 0 | European |
| 0 | Soviet |
| 1 | Japanese |

Question №121

|  |  |
| --- | --- |
| V1 | **Object of management is understood as:** |
| 0 | Natural person |
| 0 | Legal person |
| 0 | Employee of the organization |
| 0 | Natural and legal person from whom the influence of power comes |
| 1 | Part of objective reality to which the managerial impact is directed |

Question №122

|  |  |
| --- | --- |
| V1 | **Function providing coordination of subordinates to the head:** |
| 0 | Planning |
| 1 | Organization |
| 0 | Communication |
| 0 | Motivation |
| 0 | Control |

Question №123

|  |  |
| --- | --- |
| V1 | **Psychological phenomena and processes characteristic of employees, personnel, labor collectives and various types of organizations involved in management activities are a ………. of management psychology** (insert necessary answer)**:** |
| 0 | Subject |
| 0 | Matter |
| 1 | Object |
| 0 | Process |
| 0 | Goal |

Question №124

|  |  |
| --- | --- |
| V1 | **Capability of a subordinate to determine own actions focusing not on pressure, not on random influences, but on the basis of own persuasion, knowledge, characterizes his (or her):** |
| 1 | Adherence to principles |
| 0 | Originality |
| 0 | Conviction |
| 0 | Reference point |
| 0 | Knowledge |

Question №125

|  |  |
| --- | --- |
| V1 | **The principle that the feelings and behavior of a subordinate should be considered inadequate when his interpretation of the situation is not based on irrational thoughts underlies ……………. approach** (insert necessary answer)**:** |
| 0 | Activity |
| 0 | Determinist |
| 0 | Existential |
| 1 | Cognitive |
| 0 | Integral and system |

Question №126

|  |  |
| --- | --- |
| V1 | **Personal qualities of a subordinate, predetermined mainly by social factors, are:** |
| 1 | Value orientations |
| 0 | Expert psychological positions |
| 0 | Humanitarian orientation |
| 0 | Natural-science orientation |
| 0 | Practical orientation |

Question №127

|  |  |
| --- | --- |
| V1 | **Main property of a person in which his (or her) social essence is manifested:** |
| 0 | Organism |
| 1 | Personality |
| 0 | Individuality |
| 0 | Somatotype |
| 0 | Specimen |

Question №128

|  |  |
| --- | --- |
| V1 | **Work is most suitable for choleric:** |
| 0 | Working with the "Trust but check" principle |
| 0 | Work requiring slow and smooth movements, stereotypical actions, order and punctuality |
| 1 | Work without unnecessary petty regulation and templates; the work allowing improvisation |
| 0 | Mobile work with changing activities and rhythm |
| 0 | Work requiring relatively simple and stereotypical actions |

Question №129

|  |  |
| --- | --- |
| V1 | **"Not a moment of rest" life motto of:** |
| 0 | Sanguine persons |
| 1 | Choleric persons |
| 0 | Melancholic persons |
| 0 | Cycloid persons |
| 0 | Phlegmatic persons |

Question №130

|  |  |
| --- | --- |
| V1 | **"Do no harm" principle is typical for:** |
| 0 | Choleric persons |
| 0 | Sanguine persons |
| 0 | Cycloid persons |
| 1 | Melancholic persons |
| 0 | Phlegmatic persons |

Level 2

Question №141

|  |  |
| --- | --- |
| V1 | **Indicators of successful socio-psychological adaptation are:** |
| 1 | Adequate social status and psychological satisfaction |
| 0 | Sociability |
| 0 | Quickly define one’s place in joint activity |
| 0 | Ability to be correctly understood |
| 0 | Self-discipline and integrity of personality |

Question №142

|  |  |
| --- | --- |
| V1 | **The notion of "management" includes targeted interaction of …………… in management:** |
| 1 | Subject and object |
| 0 | Object and matter |
| 0 | Managers |
| 0 | Subject and methods |
| 0 | Methods and matter |

Question №143

|  |  |
| --- | --- |
| V1 | **Orientation of personality is:** |
| 0 | Goals |
| 0 | Motives |
| 0 | Interests |
| 1 | System of steady preferences |
| 0 | Needs |

Question №144

|  |  |
| --- | --- |
| V1 | **The first researcher to raise the question of the development of management psychology as a science was:** |
| 0 | F. Taylor |
| 0 | P.M. Kerzhenzev |
| 1 | E.E. Vendrov |
| 0 | A. Adler |
| 0 | N.F. Dobrynin |

Question №145

|  |  |
| --- | --- |
| V1 | **The goal of psychology of management is:** |
| 0 | Improvement of ecological environment |
| 0 | Increases efficiency of activity |
| 0 | Increase in commodity turnover |
| 1 | Development of psychological ways to improve the efficiency of organizational systems |
| 0 | Exception of conflict situations |

Question №146

|  |  |
| --- | --- |
| V1 | **The strong leader is …………………………………** (insert necessary answer)**:** |
| 0 | Authoritative leader |
| 0 | Democratic leader |
| 0 | A leader who has a weak leadership style |
| 1 | A leader who can change style depending on management situation |
| 0 | Authoritative and democratic leader |

Question №147

|  |  |
| --- | --- |
| V1 | **The authority of the leader is …:** |
| 0 | Formal place in the social hierarchical system and predetermination for a given place of rights and obligations |
| 0 | The image that is formed (artificially or naturally) about this leader |
| 0 | Assessment of the leader according to a certain scale (professionalism, morality, etc.) |
| 1 | Strength (or degree) of influence or potential influence possessed by the leader and that subordinates accept |
| 0 | A supervisor who has a weak leadership style |

Question №148

|  |  |
| --- | --- |
| V1 | **Who are influencing on behavior of other team members in a particular situation?** |
| 0 | Open leaders |
| 1 | Universal leaders |
| 0 | Negative leaders |
| 0 | Formal leaders |
| 0 | Positive leaders |

Question №149

|  |  |
| --- | --- |
| V1 | **According to S.I. Samygin and L.D. Stolyarenko (1997), organizational values can be divided into:** |
| 0 | Cultural and social |
| 0 | Direct and indirect |
| 1 | Conservative and liberal |
| 0 | Democratic and autocratic |
| 0 | Ethnical and cross-cultural |

Question №150

|  |  |
| --- | --- |
| V1 | **According to A. Maslow the most important needs for a person are:** |
| 0 | Organic (physiological) |
| 1 | Self-Actualization |
| 0 | Cognitive |
| 0 | Aesthetic |
| 0 | Security |

Question №151

|  |  |
| --- | --- |
| V1 | **Liberal values reflect:** |
| 0 | Only attitude to the matter |
| 0 | Desire to work late hours |
| 1 | Desire for freedom |
| 0 | Desire for power |
| 0 | Activity approach |

Question №152

|  |  |
| --- | --- |
| V1 | **Values that allow each employee to show his (or her) own creative capabilities, ensures full motivation, moral satisfaction:** |
| 0 | Cultural |
| 0 | Social |
| 0 | Aesthetic |
| 1 | Liberal |
| 0 | Conservative |

Question №153

|  |  |
| --- | --- |
| V1 | **Paraphrase the expression "corporate spirit":** |
| 0 | Leadership |
| 0 | Spirit of the slave |
| 0 | Joint work |
| 1 | Spirit of solidarity |
| 0 | Information net |

Question №154

|  |  |
| --- | --- |
| V1 | **The desire of the subjects of interaction to search for alternatives that satisfy the interests of both parts is called:** |
| 0 | Adaptation |
| 1 | Compromise |
| 0 | Integration |
| 0 | Avoidance |
| 0 | Rivalry |

Question №155

|  |  |
| --- | --- |
| V1 | **What features of organization have a huge impact on the formation of an organizational culture?** |
| 0 | Experience |
| 1 | Traditions |
| 0 | Schedule |
| 0 | Routine |
| 0 | Ceremonies |

Question №156

|  |  |
| --- | --- |
| V1 | **Temperament characterizing an individual with a slow rate of nervous processes and** **low-difference mimics:** |
| 0 | Sanguine |
| 0 | Melancholic |
| 0 | Choleric |
| 1 | Phlegmatic |
| 0 | Mixed type |

Question №157

|  |  |
| --- | --- |
| V1 | **Image of objects and phenomena, previously perceived in the process of activity:** |
| 0 | Observation |
| 0 | Deprivation |
| 1 | Representation |
| 0 | Reflection |
| 0 | Illusion |

Question №158

|  |  |
| --- | --- |
| V1 | **Skill is a:** |
| 0 | Habit |
| 0 | Knowledge |
| 1 | Automated action |
| 0 | Reflex |
| 0 | Stereotype |

Question №159

|  |  |
| --- | --- |
| V1 | **Natural predisposition to carry out any activity:** |
| 0 | Temperament |
| 0 | Talent |
| 0 | Character |
| 1 | Inborn properties |
| 0 | Abilities |

Question №160

|  |  |
| --- | --- |
| V1 | **Destructive functions of conflict are manifested in the fact that it:** |
| 0 | Reveals existing contradictions |
| 1 | Increases psychological tension |
| 0 | Reduces psychological tension |
| 0 | Reduces the intensity of negative emotions |
| 0 | Changes conditions and circumstances of communication |

Question №161

|  |  |
| --- | --- |
| V1 | **Dynamic process in a small group, which is based on the influence of a person 's personality authority on other members of the group, is called:** |
| 0 | Conformity |
| 1 | Leadership |
| 0 | Cohesion (unity) |
| 0 | Attraction |
| 0 | Causal attribution |

Question №162

|  |  |
| --- | --- |
| V1 | **Who owns the words "Labor created man himself"?** |
| 0 | Immanuel Kant |
| 0 | August Comte |
| 1 | Friedrich Engels |
| 0 | Karl Marx |
| 0 | Georg Hegel |

Question №163

|  |  |
| --- | --- |
| V1 | **A career type that combines elements of horizontal and vertical career types:** |
| 0 | Hidden |
| 0 | Open |
| 1 | Stepped |
| 0 | Multi-factor |
| 0 | Vertical |

Question №164

|  |  |
| --- | --- |
| V1 | **Employee’s individual work plan, providing for the achievement of a personal goal in the field of activity:** |
| 0 | Career result |
| 0 | Accounting report |
| 1 | Career plan |
| 0 | Individual profile |
| 0 | Composition |

Question №165

|  |  |
| --- | --- |
| V1 | **A word ”Career” from Italian is translated as:** |
|  | Wagon |
| 0 | Cart |
| 1 | Life path |
| 0 | Apple |
| 0 | Plan |

Question №166

|  |  |
| --- | --- |
| V1 | **Call the function of “leader-inspirer”:** |
| 1 | Helps employees understand the mission and goals of the company |
| 0 | Creates favorable atmosphere in the team |
| 0 | Coordinates activity of subordinates |
| 0 | Builds a system of motivation for subordinates |
| 0 | Generates ideas |

Question №167

|  |  |
| --- | --- |
| V1 | **Call the function of “leader-motivator”:** |
| 0 | Helps employees understand the mission and goals of the company |
| 0 | Creates favorable atmosphere in the team |
| 0 | Coordinates activity of subordinates |
| 1 | Builds a system of motivation for subordinates |
| 0 | Generates ideas |

Question №168

|  |  |
| --- | --- |
| V1 | **Call the function of “leader-integrator”:** |
| 0 | Helps employees understand the mission and goals of the company |
| 1 | Creates favorable atmosphere in the team |
| 0 | Coordinates activity of subordinates |
| 0 | Builds a system of motivation for subordinates |
| 0 | Generates ideas |

Question №169

|  |  |
| --- | --- |
| V1 | **Call the function of “leader-moderator”:** |
| 0 | Helps employees understand the mission and goals of the company |
| 0 | Creates favorable atmosphere in the team |
| 0 | Coordinates activity of subordinates |
| 0 | Builds a system of motivation for subordinates |
| 1 | Generates ideas |

Question №170

|  |  |
| --- | --- |
| V1 | **Call the function of “leader-organizer”:** |
| 0 | Helps employees understand the mission and goals of the company |
| 0 | Creates favorable atmosphere in the team |
| 1 | Coordinates activity of subordinates |
| 0 | Builds a system of motivation for subordinates |
| 0 | Generates ideas |

Question №171

|  |  |
| --- | --- |
| V1 | **The term “psychology of management” first began to be used in:** |
| 1 | 20th year of XX century |
| 0 | 20th year of XIX century |
| 0 | 50th year of XX century |
| 0 | 10th year of XXI century |
| 0 | 70th year of XX century |

Question №172

|  |  |
| --- | --- |
| V1 | **F.Taylor 's first book on management psychology, where the main principles of managerial work were highlighted:** |
| 0 | “Bases of Management” |
| 1 | “Management” |
| 0 | “Bases of Psychology” |
| 0 | “Bases of Economy” |
| 0 | “Theory of Psychology” |

Question №173

|  |  |
| --- | --- |
| V1 | **What are the main methods of psychology of management?** |
| 0 | Analysis and synthesis |
| 0 | Induction and deduction |
| 1 | Observation and experiment |
| 0 | Survey and research |
| 0 | Control |

Question №174

|  |  |
| --- | --- |
| V1 | **What is the main function of psychology of management?** |
| 0 | Research |
| 0 | Measure |
| 1 | Predictive |
| 0 | Theoretical |
| 0 | Cognitive |

Question №175

|  |  |
| --- | --- |
| V1 | **Management style is:** |
| 0 | Professional activity of the manager |
| 0 | Managerial methods of the manager |
| 0 | Daily behavior of the manager |
| 1 | Sustainable ways to solve managerial tasks |
| 0 | Professional activity of the leader |