



QUIZ

**Multiple Choice Questions (MCQs):**

**1. According to Henri Fayol, what are the primary management functions?**

- a) Marketing, Finance, HR
- b) Planning, Organization, Command, Coordination, Control
- c) Sales, Production, Distribution
- d) Research, Development, Innovation

Answer: b) Planning, Organization, Command, Coordination, Control

**Rationale:** Fayol first identified these management functions in 1925.

**2. The Contingency Management approach suggests:**

- a) One management style fits all organizations
- b) Managers should always use a strict hierarchical approach
- c) Management styles should be adaptable to different situations
- d) Only top management can make decisions

Answer: c) Management styles should be adaptable to different situations

**Rationale:** The contingency approach states that optimal management style depends on the situation.

**3. In the Systems Approach, what represents the factors needed to create goods and services?**

- a) Outputs
- b) Inputs
- c) Transformational process
- d) Feedback

Answer: b) Inputs

**Rationale:** Inputs represent the factors needed to create goods and services in the systems approach.

**4. Which principle of Fayol emphasizes that there should be only one supervisor giving instructions?**

- a) Unity of Direction
- b) Authority
- c) Unity of Command
- d) Discipline

Answer: c) Unity of Command

**Rationale:** Fayol's principle states there should be only one boss from whom a worker receives instructions.



**5. Modern management theory believes employees work for:**

- a) Money only
- b) Punishment avoidance
- c) Achieving satisfaction, happiness, and desired lifestyles
- d) Strict compliance

Answer: c) Achieving satisfaction, happiness, and desired lifestyles

**Rationale:** Modern management theory recognizes multiple motivational factors for employees.

**6. The management process consists of how many steps?**

- a) 3
- b) 4
- c) 5
- d) 6

Answer: c) 5

**Rationale:** The management process includes planning, organizing, staffing, directing, and controlling.

**7. Which management theory examines how subsystems interact within an organization?**

- a) Contingency Theory
- b) Systems Approach
- c) Classical Theory
- d) Modern Management Theory

Answer: b) Systems Approach

**Rationale:** The systems approach focuses on how different components and subsystems interact.

**8. Fayol's principle of "Equity" means:**

- a) Only managers get fair treatment
- b) Employees should be treated with kindness and justice
- c) Compensation should be equal for all
- d) Strict hierarchy determines fairness

Answer: b) Employees should be treated with kindness and justice

**Rationale:** The principle emphasizes fairness and just treatment of employees.

**9. What does the management function of "Directing" involve?**

- a) Financial planning
- b) Recruiting staff
- c) Inspiring staff and creating a productive work environment
- d) Setting organizational goals

Answer: c) Inspiring staff and creating a productive work environment

**Rationale:** Directing involves leadership, motivation, communication, and creating a productive environment.



**10. In the Systems Approach, what represents information about organizational outcomes?**

- a) Inputs
- b) Transformational process
- c) Outputs
- d) Feedback

Answer: d) Feedback

**Rationale:** Feedback represents information related to the organization's outcomes or output.

**True/False Questions:**

1. Management is only about controlling employees.

Answer: False

**Rationale:** Management involves planning, organizing, staffing, directing, and controlling to achieve organizational goals.

2. Henri Fayol focused primarily on worker efficiency like Frederick Taylor.

Answer: False

**Rationale:** Fayol focused on organizational structure and work tasks, unlike Taylor who concentrated on worker efficiency.

3. The Contingency Management approach suggests using a single management style for all situations.

Answer: False

**Rationale:** Contingency approach emphasizes adapting management styles based on specific situational needs.

4. Modern management theory recognizes that employees are motivated by more than just financial compensation.

Answer: True

**Rationale:** The document states modern management theory believes employees work for satisfaction, happiness, and desired lifestyles.

5. The Systems Approach divides an organization into inputs, transformational process, outputs, and feedback.

Answer: True

**Rationale:** These are explicitly listed as the components of the systems approach in the document.

6. Fayol's principle of "Unity of Direction" means each workgroup works under a singular coordinated plan.

Answer: True

**Rationale:** The document directly states this principle as each workgroup working under a singular plan.



7. Staffing process does not include staff development activities.

Answer: False

**Rationale:** The document lists staff development as part of the staffing process.

8. The management process includes six steps: planning, organizing, staffing, directing, controlling, and marketing.

Answer: False

**Rationale:** The management process includes five steps: planning, organizing, staffing, directing, and controlling.

9. The Systems Approach considers an organization as a complex collection of interconnected components.

Answer: True

**Rationale:** The document describes the systems approach as viewing organizations as complex collections of interconnected subsystems.

10. Fayol's principle of "Initiative" encourages managers to suppress employee creativity.

Answer: False

**Rationale:** The principle states managers must promote initiative by allowing employees to create and carry out plans.



MasterNursingPro.com