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Факултети муносибатҳои байналмилалӣ

Кафедраи «Илмҳои иҷтимоӣ-гуманитарӣ»

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Фанни «Психологияи идоракунии»

Ному насаби устод Раҷабзода Аъзамҷон Нуралӣ

Курс 3 гуруҳ А

Ихтисоси 1-23-01-01 Муносибатҳои байналмилалӣ

Ҷавоб варианти А

@1. Choose the right definition of “Psychology of Management”:

- \$A) a branch of psychology that studies psychological patterns of management;
- \$B) branch of management that doesn't care about patterns of management;
- \$C) activities related to the adoption of managerial decisions in the organization;
- \$D) financial and legal relations in independent and very good organizations;
- \$E) organized activity is not just a joint activity of people united by common interests;

@2. What is a branch of psychology that studies psychological patterns of management?

- \$A) psychology of management;
- \$B) social psychology;
- \$C) psychology of education;
- \$D) paradoxical patterns;
- \$E) general psychology;

@3. In what kind of goals Psychology of Management focuses on?

- \$A) corporate useful goals;
- \$B) only managers goals;
- \$C) only rivals company's goals;
- \$D) there is no any goals;
- \$E) students goals;

@4. Which of the following aspect is NOT the subject of Psychology of Management?

- \$A) history of ancient times must be taught very deeply in educational system;

- \$B) psychology of the personality of the employee as an object of management;
- \$C) functional and structural analysis of management activities;
- \$D) psychological problems of the relationship between the leader and subordinates;
- \$E) Issues of managing production groups and collectives;

@5. Into how many areas usually the subject of psychology is divided?

- \$A) 4 areas;
- \$B) 2 areas;
- \$C) 12 areas;
- \$D) 8 areas;
- \$E) 9 areas;

@6. What is the FIRST main area of psychology of management's distributed subjects:

- \$A) Psychological patterns of managerial activity;
- \$B) Psychological patterns of activity of the subject of management - the head;
- \$C) The psychological laws of the managed subsystem and its subjects (subordinates);
- \$D) The main features of the interaction of the leader with subordinates;
- \$E) there is no specific distribution in psychology of management's subjects;

@7. What is the SECOND main area of psychology of management's distributed subjects:

- \$A) Psychological patterns of activity of the subject of management - the head;
- \$B) Psychological patterns of managerial activity;
- \$C) The psychological laws of the managed subsystem and its subjects (subordinates);
- \$D) The main features of the interaction of the leader with subordinates;
- \$E) there is no specific distribution in psychology of management's subjects;

@8. What is the THIRD main area of psychology of management's distributed subjects:

- \$A) The psychological laws of the managed subsystem and its subjects (subordinates);
- \$B) Psychological patterns of managerial activity;
- \$C) Psychological patterns of activity of the subject of management - the head;
- \$D) The main features of the interaction of the leader with subordinates;
- \$E) there is no specific distribution in psychology of management's subjects;

@9. What is the FOURTH main area of psychology of management's distributed subjects:

- \$A) The main features of the interaction of the leader with subordinates;
- \$B) Psychological patterns of managerial activity;
- \$C) Psychological patterns of activity of the subject of management - the head;
- \$D) The psychological laws of the managed subsystem and its subjects (subordinates);

\$E) there is no specific distribution in psychology of management's subjects;

@10. Which of the following options is not the task of managerial psychology?

\$A) history of ancient times must be taught very deeply in educational system;

\$B) Increase productivity and improve the quality of work of workers in the organization;

\$C) Improving the efficiency of production and management;

\$D) Improving socio-psychological relations in the production process;

\$E) Improving the psychological aspects of the organization of joint activities of people;

@11. Which of the following sciences has no any relations with the Psychology of Management?

\$A) geometry;

\$B) psychology of personalities;

\$C) management;

\$D) economy;

\$E) social psychology;

@12. Which of the following sciences has more relations with the Psychology of Management?

\$A) psychology of personalities;

\$B) geometry;

\$C) physics;

\$D) thermo dynamics;

\$E) none of them;

@13. Analyzing more than a century-long history of management how many stages of it's development as a science we can distinguish?

\$A) 3;

\$B) 1;

\$C) 10;

\$D) 8;

\$E) there is no any stages of development;

@14. From which language the word "Management" is taken?

\$A) English language;

\$B) Spanish language;

\$C) Tajik language;

\$D) Greek language;

\$E) the right answer is not mentioned;

@15. "Organization" is understood as?

- \$A) the union of two or more people interacting with each other to achieve a specific goal;
- \$B) duration of all your career work on the way of conquering the peak of success;
- \$C) gaining knowledge and conveying it to others just because of being teacher;
- \$D) parallel lines in a plane that do not intersect or touch each other at any point;
- \$E) the right answer is not mentioned;

@16. "Administration" in psychology of management is translated as?

- \$A) control;
- \$B) obey;
- \$C) loyal;
- \$D) faith;
- \$E) all of the above;

@17. Which of the below mentioned word is not the synonym of "organization"?

- \$A) paradox;
- \$B) enterprise;
- \$C) company;
- \$D) institution;
- \$E) right answer is not mentioned;

@18. What is the object of study of Psychology of management?

- \$A) relations of people in an organization;
- \$B) relations of people in society;
- \$C) relation of people in their families;
- \$D) role of animals in society;
- \$E) right answer is not mentioned;

@19. Analyzing more than a century-long history of management how many stages of its development as a science we can distinguish?

- \$A) 3 stages;
- \$B) 1 stages;
- \$C) 10 stages;
- \$D) 8 stages;
- \$E) there is no any stages of development;

@20. What is the FIRST stage of development of "management" as a science?

- \$A) economic;
- \$B) traditional;
- \$C) cultural;

- \$D) nontraditional;
- \$E) there is no any stages of development;

@21.What is the SECOND stage of development of “management” as a science?

- \$A) social;
- \$B) traditional;
- \$C) cultural;
- \$D) nontraditional;
- \$E) there is no any stages of development;

@22.What is the THIRD stage of development of “management” as a science?

- \$A) psychological;
- \$B) traditional;
- \$C) cultural;
- \$D) nontraditional;
- \$E) there is no any stages of development;

@23.What was the main purport of “economic stage of development”:

- \$A) the main attention was paid to the problem of adaptation of man to the instruments of production;
- \$B) the main purpose was to give very high salaries to all of the employees in order to reach the goal of the organization;
- \$C) employees must work just for money and for high salaries other ways an organization cannot reach settled goals;
- \$D) the role of money in circulation is vital and most important issue to take under consideration while producing goods;
- \$E) there is no any stages of development;

@24.Who are the founders of scientific management?

- \$A) F. Taylor, G. Emerson, A. Fayol;
- \$B) M. Faraday, Aristotle, Archimedes;
- \$C) L. Paster, T. Edison, G. Galilei;
- \$D) A. Beruni, A. Nishoppuri;
- \$E) L. Paster, Aristotle, A. Beruni;

@25.Choose the right year of birth and year of death of one of the founders of scientific management “F. Taylor”:

- \$A) 1856-1915;
- \$B) 1456-1516;
- \$C) 226-150 BC;
- \$D) 1950-2004;

\$E) was born in 1950 and still is alive;

@26. Choose the right year of birth and year of death of one of the founders of scientific management "G. Emerson":

\$A) 1853-1931;

\$B) 1900-1956;

\$C) 326-250 BC;

\$D) 1932-2002;

\$E) was born in 1853 and still is alive;

@27. Choose the right year of birth and year of death of one of the founders of scientific management "A. Fayol":

\$A) 1841-1925;

\$B) 1900-1941;

\$C) 321 BC-239 BC;

\$D) beginning of XVII – end of XVII century;

\$E) was born in 1853 and still is alive;

@28. Who introduced the concept of the "human factor"?

\$A) F. Taylor;

\$B) G. Emerson;

\$C) A. Fayol;

\$D) U. Khayom;

\$E) there is no such factor at all;

@29. Which of the following scientists achieved a meeting with the president of US and his entourage and convinced them to create a government bureau to conduct research and apply psychology to solve production problems?:

\$A) G. Münsterberg;

\$B) T. Rusvelt;

\$C) Archimede;

\$D) F. Engeles;

\$E) was born in 1853 and still is alive;

@30. Who made a special emphasis on the study of the sphere of human relations?

\$A) M. Follet;

\$B) T. Rusvelt;

\$C) Archimede;

\$D) U. Khayom;

\$E) none of them;

@31. "M. Follet was an _____ author and sociologist"?

- \$A) american;
- \$B) arabian;
- \$C) spanish;
- \$D) french;
- \$E) russian;

@32. Which of these conceptions belongs to M. Follet?

- \$A) manager's world is not limited to the pursuit of profit;
- \$B) manager's job is just to reach settled goals;
- \$C) manager's world is limited to the pursuit of profit;
- \$D) manager is the same leader and there is no difference between them;
- \$E) M. Follet hadn't got any conception concerning managers;

@33. Who was the most famous representative of the "school of human relations"?

- \$A) J. Mayo;
- \$B) A. Lincoln;
- \$C) A. Beruni;
- \$D) A. Dyuperon;
- \$E) Aristotle;

@34. Which of these conceptions does NOT belong to J. Mayo:

- \$A) manager's world is not limited to the pursuit of profit;
- \$B) man is a social being, he needs to work in a group;
- \$C) all members of the group adhere to group norms in their behavior;
- \$D) the production of a worker is determined more by group norms than by his physical capabilities;
- \$E) production managers should focus more on people than on products;

@35. Which of these conceptions belongs to J. Mayo:

- \$A) man is a social being, he needs to work in a group;
- \$B) manager's world is not limited to the pursuit of profit;
- \$C) man needs to work alone and has no need to others;
- \$D) an only way to become succeed is working alone;
- \$E) groups are always annoying, we need to avoid them;

@36. Which of these conceptions belongs to J. Mayo:

- \$A) all members of the group adhere to group norms in their behavior;
- \$B) manager's world is not limited to the pursuit of profit;
- \$C) man needs to work alone and has no need to others;
- \$D) an only way to become succeed is working alone;

\$E) groups are always annoying, we need to avoid them;

@37. Which of these conceptions belongs to J. Mayo:

\$A) the production of a worker is determined more by group norms than by his physical capabilities;

\$B) manager's world is not limited to the pursuit of profit;

\$C) man needs to work alone and has no need to others;

\$D) an only way to become succeed is working alone;

\$E) groups are always annoying, we need to avoid them;

@38. In which period J. Mayo cultivated his conceptions:

\$A) from 1927 to 1939;

\$B) from 835 to 850;

\$C) from 1927 to 1928;

\$D) from 1112 to 1229;

\$E) from 1313 to 1414;

@39. Which of this scientist has no relations with psychology of managements science?:

\$A) J. Turdiqulov;

\$B) J. Mayo;

\$C) A. Maslow;

\$D) E. Lauer;

\$E) S. Adams;

@40. Currently, when describing the professionally significant qualities of a successful leader, priority is usually given to those associated with his ability to:

\$A) communicate with people;

\$B) very serious during the work;

\$C) be very reach;

\$D) be borned as a leader;

\$E) well paying to his employees;

@41. "Studies of modern American corporate culture have shown that it has four main types of managers" from what kind of the typology is this information taken?

\$A) Typology of modern American managers;

\$B) Typology of modern Tajik management;

\$C) Typology of ancient Greeks management;

\$D) Typology of civil society;

\$E) Typology of whole management;

@42. How many types of management there is according to MODERN American corporate culture?

- \$A) four main types;
- \$B) eight main types;
- \$C) seven main types;
- \$D) nine main types;
- \$E) two main types;

@43. What is the SECOND type of TYPOLOGY of modern American managers?

- \$A) "jungle fighters";
- \$B) "masters";
- \$C) "company people";
- \$D) "players";
- \$E) there is no such typology;

@44. What is the THIRD type of TYPOLOGY of modern American managers?

- \$A) "company people";
- \$B) "masters";
- \$C) "jungle fighters";
- \$D) "players";
- \$E) there is no such typology;

@45. What is the FOURTH type of TYPOLOGY of modern American managers?

- \$A) "players";
- \$B) "masters";
- \$C) "jungle fighters";
- \$D) "company people";
- \$E) there is no such typology;

@46. "People who adhere to the traditional value system, including work ethic and respect for other people" which type of American typology is this?

- \$A) "masters";
- \$B) "players";
- \$C) "jungle fighters";
- \$D) "company people";
- \$E) there is no such typology;

@47. "They perceive themselves and others as living in the "human jungle", where everyone seeks to eat the other" which type of American typology is this?

- \$A) "jungle fighters";
- \$B) "players";

- \$C) "masters";
- \$D) "company people";
- \$E) there is no such typology;

@48. "They identify with the organization to which they belong. If they are psychologically weak, then they seek to subordinate themselves to others and rather achieve security than success" which type of American typology is this?

- \$A) "company people";
- \$B) "players";
- \$C) "jungle fighters";
- \$D) "masters";
- \$E) there is no such typology;

@49. "They consider business life in general and their work in particular, as a kind of game, like to take risks, but with the calculation, and are often carried away by innovations" which type of American typology is this?

- \$A) "players";
- \$B) "company people";
- \$C) "jungle fighters";
- \$D) "masters";
- \$E) there is no such typology;

@50. Douglas McGregor and William Ouchi created a theory, which is named:

- \$A) "X Y Z" theories;
- \$B) "ABC" theories;
- \$C) "XXX" theories;
- \$D) "Big Bang" theories;
- \$E) "Probability" theory;

@51. Which of below given information is true about Douglas McGregor?:

- \$A) management professor at the MIT Sloan School of Management;
- \$B) Director at the MIT Sloan School of Management;
- \$C) chairman of MIT School of Management industrial company;
- \$D) an author and creator of "Big Bang" theory;
- \$E) none of these informations;

@52. Which of below given information is true about Douglas McGregor?:

- \$A) author and creator of "X and Y" theories;
- \$B) author and creator of "X, Y and Z" theories;
- \$C) author and creator of "A, B and C" theories;
- \$D) an author and creator of "Big Bang" theory;

\$E) none of these informations;

@53. Which of below given information is true about THEORY OF "X"?:

\$A) individuals in this type are inherently lazy and unhappy with their jobs, these workers need close supervision with comprehensive system of control, they show little ambition and avoid responsibility;

\$B) individuals in this groups are very happy to work and they are very intensive with their jobs, these workers don't need supervision with no comprehensive system of control, they show a lot of ambition and are very responsible;

\$C) individuals in this groups are very lazy to work and they are very intensive with their jobs, these workers don't need supervision with no comprehensive system of control, they show little ambition and are very responsible;

\$D) individuals in this groups are very happy to work and they are very surprised and grateful with their jobs, these workers don't need supervision with no comprehensive system of control, they show a lot of ambition and are very responsible;

\$E) all of them are false;

@54. Which of below given information has no relations to the THEORY OF "X"?:

\$A) unwillingness to work is not an inborn quality of a worker, but a consequence of poor working conditions that suppress an inborn love of work;

\$B) an average employee intrinsically does not like work and tries to escape it whenever possible;

\$C) an average employee needs formal direction and clear algorithm of work;

\$D) many employees rank job security on top, and they have little or no aspiration/ambition;

\$E) employees generally dislike responsibilities;

@55. Which of below given information has no relations to the THEORY OF "Y"?:

\$A) an average employee needs formal direction and clear algorithm of work;

\$B) unwillingness to work is not an inborn quality of a worker, but a consequence of poor working conditions that suppress an inborn love of work;

\$C) In the presence of good conditions, employees form qualities such as self-discipline and self-control;

\$D) The best means of achieving the goals of the organization – reward and personal development;

\$E) the labor potential of workers is higher than is commonly believed In modern production, their creative capabilities are only partially used;

@56. Which of below given slogan is close to the THEORY OF "X"?:

\$A) "again work!";

\$B) "Hurrah, work!";

- \$C) "We want to work!";
- \$D) "We are happy to have a work!";
- \$E) there are no slogans close to the theory of X;

@57. Which of below given slogan is close to the THEORY OF "Y"?:

- \$A) "hurrah work!";
- \$B) "again work!";
- \$C) We don't want to work!;
- \$D) "We are sad to have a work!";
- \$E) there are no slogans close to the theory of Y;

@58. What is the most important and most prioritized case in THEORY OF "X"?

- \$A) earning money;
- \$B) self-improvement;
- \$C) spending time;
- \$D) self-development;
- \$E) there is no admitted clarification for theory of "X";

@59. What is the most important and most prioritized case in THEORY OF "Y"?

- \$A) self-improvement;
- \$B) earning money;
- \$C) comfort zone is vital;
- \$D) less job – more money;
- \$E) there is no admitted clarification for theory of "Y";

@60. Which of the below given needs is on the top of Maslow's hierarchy of needs?

- \$A) morality and self-improvement;
- \$B) confidence;
- \$C) friendship;
- \$D) security of employment;
- \$E) love;

@61. Who was an author and creator of THEORY OF "Z"?

- \$A) William Ouchi;
- \$B) Douglas McGregor;
- \$C) Democritus;
- \$D) D. Faraday;
- \$E) it was created by group of scientists;

@62. What is the main purpose of the book called THEORY Z, written by William Ouchi?

- \$A) How American business can meet the Japanese challenge;
- \$B) How Japanese culture can bring company to success;
- \$C) Japanese management domination in the managerial structures;
- \$D) How American business can meet the Chinese challenge;
- \$E) Chinese management domination in the managerial structures;

@63. Which of the below given characteristics is not considered as the characteristic of THEORY OF "Z"?

- \$A) willing to earn more money;
- \$B) collective responsibility;
- \$C) slow evaluation and promotion;
- \$D) moderately specialized careers;
- \$E) long-term employment and job security;

@64. What is the role of organization in the Theory of "Z" of William Ouchi?

- \$A) the organization needs to commit to people;
- \$B) people need to commit to the organization;
- \$C) no one needs to commit to anyone;
- \$D) people need to commit to each other;
- \$E) theory of "Z" doesn't care about the organization;

@65. When the idea of considering management as a scientific discipline and profession arose?

- \$A) in the XVII century;
- \$B) in the XX century;
- \$C) in the V century;
- \$D) in the XIX century;
- \$E) in the V century;

@66. In which country the term "management psychology" first began to be used?

- \$A) USSR;
- \$B) USA;
- \$C) Switzerland;
- \$D) UK;
- \$E) Ukraine;

@67. In which conference one of the reports was completely devoted to the psychology of management and related problems?

- \$A) the II All-Union Conference on the Scientific Organization of Labor (REC);
- \$B) the I Conference of UN in the sphere of Globalization;
- \$C) the II All-Union Conference on the Scientific Organization of Labor (REC);

- \$D) the I Conference of UN in the sphere of Security of employment;
- \$E) there was no any conference referred to this issue;

@68. How many MAIN sources of development does psychology of management currently has?

- \$A) two main sources;
- \$B) three main sources;
- \$C) six main sources;
- \$D) more than ten sources;
- \$E) the main sources are infinite;

@69. What was the FIRST scientific direction in management, which was formed from the 90th of XIX to the 20th of the XX century?

- \$A) "The classical school of theory of scientific management";
- \$B) "School of human relations";
- \$C) "Theory of X,Y and Z";
- \$D) "The classical school of theory of Marxism";
- \$E) "The modern school of theory of Big Bang";

@70. What was the SECOND scientific direction in management, which was formed in the 20-30th of XX century?

- \$A) "School of human relations";
- \$B) "The classical school of theory of scientific management";
- \$C) "Theory of X,Y and Z";
- \$D) "The classical school of theory of Marxism";
- \$E) "The modern school of theory of Big Bang";

@71. What was the THIRD scientific direction in management, which was formed in the 40-50th of XX century?

- \$A) Behavioral school of management";
- \$B) "The classical school of theory of scientific management";
- \$C) "Theory of X,Y and Z";
- \$D) "The classical school of theory of Marxism";
- \$E) "School of human relations";

@72. What was the FOURTH scientific direction in management, which was formed in the 50-60th of XX century?

- \$A) "empirical (pragmatic) school of management";
- \$B) "The classical school of theory of scientific management";
- \$C) "Theory of X,Y and Z";
- \$D) "The classical school of theory of Marxism";

\$E) "School of human relations";

@73. What was the FIFTH scientific direction in management, which was formed in the 70-80th of XX century?

\$A) "social school of management";

\$B) "The classical school of theory of scientific management";

\$C) "Theory of X,Y and Z";

\$D) "The classical school of theory of Marxism";

\$E) "School of human relations";

@74. What was one of the main characteristics of XX century?

\$A) "internationalization";

\$B) "clarification";

\$C) "stratification";

\$D) "subordination";

\$E) "proportion";

@75. Which of the following characteristic is NOT a sign of a WEAK MANAGER?

\$A) Always finds the best way of solution of unforeseen circumstances;

\$B) Always faces with unforeseen circumstances, as not able to predict them;

\$C) Receives visitors, holding a telephone receiver in one hand and signing a document with the other;

\$D) Never solves anything to the end, the burden of unresolved issues falls in his shoulders;

\$E) All of the givens are signs of a weak manager;

@76. Which of the following characteristic is a sign of a WEAK MANAGER?

\$A) Always faces with unforeseen circumstances, as not able to predict them;

\$B) Always has a perfect time management;

\$C) Always has a respectful manner to his visitors;

\$D) Always wants his employees to follow the subordination;

\$E) All of the givens are signs of a weak manager;

@77. Which of the following characteristic is a sign of a WEAK MANAGER?

\$A) Works on the principle of "open doors", whoever wishes can enter to his office;

\$B) Always has a perfect time management;

\$C) Always has a respectful manner to his visitors;

\$D) Always wants his employees to follow the subordination;

\$E) All of the givens are signs of a weak manager;

@78. Which of the following characteristic is a sign of a WEAK MANAGER?

- \$A) Familiar with his subordinates;
- \$B) Always has a perfect time management;
- \$C) Always has a respectful manner to his visitors;
- \$D) Always wants his employees to follow the subordination;
- \$E) All of the givens are signs of a weak manager;

@79. Which of the following characteristic is a sign of a WEAK MANAGER?

- \$A) His desk is always loaded with papers;
- \$B) Always has a perfect time management;
- \$C) Always has a respectful manner to his visitors;
- \$D) Always wants his employees to follow the subordination;
- \$E) All of the givens are signs of a weak manager;

@80. Which of the following characteristic is a sign of a WEAK MANAGER?

- \$A) Trying to make the best decision instead of making the feasible;
- \$B) Always has a perfect time management;
- \$C) Always has a respectful manner to his visitors;
- \$D) Always wants his employees to follow the subordination;
- \$E) All of the givens are signs of a weak manager;

@81. Which of the following characteristic is a sign of a WEAK MANAGER?

- \$A) Ready for any compromise and at the same time looking for scapegoats;
- \$B) Always has a perfect time management;
- \$C) Always has a respectful manner to his visitors;
- \$D) Always wants his employees to follow the subordination;
- \$E) All of the givens are signs of a weak manager;

@82. Which of the following characteristic is a sign of a WEAK MANAGER?

- \$A) Always walks with briefcase or folder in which he carries unread papers;
- \$B) Always has a perfect time management;
- \$C) Always has a respectful manner to his visitors;
- \$D) Always wants his employees to follow the subordination;
- \$E) All of the givens are signs of a weak manager;

@83. How many typical errors of MANAGERS are known according to E. Schwartz and A. Mackenzie?

- \$A) eight typical errors;
- \$B) twenty typical errors;
- \$C) five typical errors;
- \$D) three typical errors;
- \$E) more than 20 typical errors;

@84. Which of these scientists worked with E. Schwartz and found EIGHT typical mistakes of MANAGERS?

- \$A) A. Mackenzie;
- \$B) R. Schulz;
- \$C) I. Abramov;
- \$D) T. Ivanon;
- \$E) He was alone;

@85. Which of the following characteristic is a sign of a WEAK MANAGER?

- \$A) His desk is always loaded with papers;
- \$B) Always has a perfect time management;
- \$C) Always has a respectful manner to his visitors;
- \$D) Always wants his employees to follow the subordination;
- \$E) All of the givens are signs of a weak manager;

@86. How many main personality theories, widely used in management psychology?

- \$A) four main personality theories;
- \$B) one main personality theories;
- \$C) two main personality theories;
- \$D) five main personality theories;
- \$E) six main personality theories;

@87. Which of the followings cannot be concerned as post-war period managerial cultures?

- \$A) Mexican;
- \$B) Japanese;
- \$C) European;
- \$D) American;
- \$E) Soviet;

@88. How AMERICAN managerial culture defines MANAGEMENT?

- \$A) management as specialized type of activity and the manager himself appeared to be a professional with special education;
- \$B) management as not specialized type of activity and the manager is chosen among employees randomly;
- \$C) managers are born to be manager and no one can replace them;
- \$D) manager doesn't need to be educated because becoming a good manager is not the reason of being educated;
- \$E) American culture has no any clear identification of management;

@89. Which of the following managerial cultures stays dominant even now?

- \$A) Soviet managerial culture;
- \$B) American managerial culture;
- \$C) European managerial culture;
- \$D) Japanese managerial culture;
- \$E) African managerial culture;

@90. Which of the following managerial cultures is intermediate between American and Japanese?

- \$A) European managerial culture;
- \$B) None of them;
- \$C) Japanese managerial culture;
- \$D) Soviet managerial culture;
- \$E) African managerial culture;

@91. According to which of the following post-war countries cultures economy has just THREE business schools?

- \$A) Japanese managerial culture;
- \$B) American managerial culture;
- \$C) European managerial culture;
- \$D) Soviet managerial culture;
- \$E) African managerial culture;

@92. Economy has just THREE business schools according to which of the following post-war countries cultures?

- \$A) Japanese managerial culture;
- \$B) American managerial culture;
- \$C) European managerial culture;
- \$D) Soviet managerial culture;
- \$E) African managerial culture;

@93. What was the famous slogan of soviet time for making fast the process of 5-years plan?

- \$A) Give-ahead of schedule;
- \$B) Try your best;
- \$C) Do your best;
- \$D) Listen to your superiors;
- \$E) There was no slogan used;

@94. What are the main personality theories widely used in psychology of management?

- \$A) Theory of relations, theory of activity, theory of communication, theory of installation;
- \$B) American managerial culture, European managerial culture, Soviet managerial culture;
- \$C) Theory of X, theory of Y and theory of Z;
- \$D) Theory of Big Bang, Theory of Charles Darwin and Gravity theory;
- \$E) there is no such classification of the theories;

@95. Who is the creator and author of THEORY OF RELATIONS?

- \$A) A.F. Lazursky, V.N. Myasishchev;
- \$B) L.S. Vygotsky, T. Ruzvelt;
- \$C) B.F. Lomov, A.A. Bodalev;
- \$D) D.N. Uznadze, A.S. Mengeliev;
- \$E) there is no such theory;

@96. Who is the creator and author of THEORY OF ACTIVITY?

- \$A) L.S. Vygotsky, A.N. Leont'ev;
- \$B) A.F. Lazursky, T. Ruzvelt;
- \$C) B.F. Lomov, A.A. Bodalev;
- \$D) D.N. Uznadze, A.S. Mengeliev;
- \$E) there is no such theory;

@97. Who is the creator and author of THEORY OF COMMUNICATION?

- \$A) B.F. Lomov, K.A. Abulkhanova-Slavskaya;
- \$B) A.F. Lazursky, T. Ruzvelt;
- \$C) B.F. Buffet, A.A. Bodalev;
- \$D) D.N. Uznadze, A.S. Mengeliev;
- \$E) there is no such theory;

@98. Who is the creator and author of THEORY OF INSTALLATION?

- \$A) D.N. Uznadze, A.S. Prangishvili;
- \$B) A.F. Lazursky, T. Ruzvelt;
- \$C) B.F. Buffet, A.A. Bodalev;
- \$D) D.N. Bodalev, A.S. Mengeliev;
- \$E) there is no such theory;

@99. Who is the author of the book «The Human Side of Enterprise»:

- \$A) Douglas McGregor;
- \$B) Thomas Rodrigues;
- \$C) James Keit;
- \$D) Alexander Maslov;
- \$E) Mark Jonsene;

@100. When published the book of Douglas McGregor «The Human Side of Enterprise»?

- \$A) 1960;
- \$B) 1760;
- \$C) 1860;
- \$D) 1959;
- \$E) 2010;

@101. Who is the author of the book «Eupsychian Management»:

- \$A) A. Maslov;
- \$B) T. Rodrigues;
- \$C) J. Keit;
- \$D) B. Bonn;
- \$E) M. Jonsene;

@102. When published the book of Maslov « The Human Side of Enterprise»?

- \$A) 1962;
- \$B) 1760;
- \$C) 1860;
- \$D) 1959;
- \$E) 2010;

@103. Identify the theories of D. McGregor:

- \$A) «Theory X» and «Theory Y»;
- \$B) «Theory X» and «Theory Z»;
- \$C) «Theory W» and «Theory Z»;
- \$D) «Theory Z» and «Theory Y»;
- \$E) «Theory W» and «Theory Y»;

@104. Which of theory of D. McGregor is correct?

- \$A) Theory Y;
- \$B) Theory X;
- \$C) Theory Z;
- \$D) Theory W;
- \$E) Theory V;

@105. Find the definition of «Theory X»?

- \$A) «Theory X» is an authoritarian type of control that leads to direct regulation and tight control;
- \$B) «Theory X» is personal type of control that leads to direct regulation and tight control;
- \$C) «Theory X» is a individual type of control that leads to direct regulation and tight control;

\$D) «Theory X» is a state type of control that leads to direct regulation and tight control;
\$E) «Theory Y» is an authoritarian type of control that leads to direct regulation and tight control;

@106.What concept has the similar meaning as «temporary workers»?

- \$A) «Part-time workers»;
- \$B) «Full-time workers»;
- \$C) «Permanent workers»;
- \$D) «Experienced workers»;
- \$E) «Daily workers»;

@107.Why employees think that they depend on the «boss»?

- \$A) The «boss» takes them to work and dismisses, encourages and punishes;
- \$B) Because he gives them salary;
- \$C) Because he motivates them;
- \$D) Because he loves them;
- \$E) Because he hates them;

@108.Who is the author of the book «The motivation to work»:

- \$A) Frederic Herzberg;
- \$B) T. Rodrigues;
- \$C) J. Keit;
- \$D) B. Bonn;
- \$E) M. Jonsene;

@109.When published the book of Frederic Herzberg « »?

- \$A) 1960;
- \$B) 1760;
- \$C) 1860;
- \$D) 1959;
- \$E) 2010;

@110.How usually the most experienced, knowledgeable and wise bosses hire employees to the work?

- \$A) Under a contract;
- \$B) Under a swear;
- \$C) By informal way;
- \$D) Non-letter;
- \$E) By test on the computer;

@111.Who determines the general direction on activities in the company?

- \$A) Boss;
- \$B) Subordinates;
- \$C) Workers;

- \$D) Vice-Director;
- \$E) All options are incorrect;

@112.What do relationships between the Boss and subordinates look like in modern management?

- \$A) Like relationship between the conductor of the orchestra and the musician;
- \$B) Like relationship between lecturer and students;
- \$C) Like relationship between seller and clients;
- \$D) All options are correct;
- \$E) All options are incorrect;

@113.To whom belongs these words «Different groups of workers need to be managed differently»?

- \$A) Frederic Herzberg;
- \$B) Aristotle;
- \$C) Abu Ali Ibn Sino;
- \$D) Nizomilmulk;
- \$E) Jone Schmitt;

@114.To whom belongs these words «The same group of workers should be managed differently in different situation»?

- \$A) Frederic Herzberg;
- \$B) Alexander Maslov;
- \$C) Abu Ali Ibn Sino;
- \$D) Nizomilmulk;
- \$E) Jone Schmitt;

@115.To whom belongs these words «Increasingly, «employees» should be managed as «partners», and partnerships already exclude «management», since it implies equality of participants»?

- \$A) Frederic Herzberg;
- \$B) Alexander Maslov;
- \$C) Abu Ali Ibn Sino;
- \$D) Nizomilmulk;
- \$E) Jone Schmitt;

@116.To whom belongs these words «Partners cannot order each other. They can only convince each other»?

- \$A) Frederic Herzberg;
- \$B) Alexander Maslov;
- \$C) Abu Ali Ibn Sino;
- \$D) Nizomilmulk;
- \$E) Jone Schmitt;

@117. Which new approaches of personnel management do you know?

- \$A) People do not need to manage, the task is to guide people;
- \$B) People need to manage, the task is to use people;
- \$C) Workers need to manage, the task is to get more money;
- \$D) All options are correct;
- \$E) All options are incorrect;

@118. Who occupies the top position in the organization?

- \$A) By the head or he is sometimes called the «first person»;
- \$B) By the workers;
- \$C) By the employees;
- \$D) By the staff;
- \$E) Non of them;

@119. Whom we can consider as a subject of management?

- \$A) the head;
- \$B) the worker;
- \$C) the employee;
- \$D) All options are correct;
- \$E) All options are incorrect;

@120. Who is a LEADER?

- \$A) Leader – a person who is officially entrusted with the functions of managing the team and organizing its activities;
- \$B) Leader is a person who loves his job and organizing its activities;
- \$C) Leader is a person who occupies the high position and organizing its activities;
- \$D) All options are correct;
- \$E) All options are incorrect;

@121. Find the type of communication of the head?

- \$A) Subordinate;
- \$B) Official;
- \$C) Unofficial;
- \$D) B and C are correct;
- \$E) All options are correct;

@122. Find the type of communication of the head?

- \$A) Official-comradely;
- \$B) Official;
- \$C) Unofficial;
- \$D) B and C are correct;
- \$E) All options are correct;

@123. Find the type of communication of the head?

- \$A) Friendly;
- \$B) Official;
- \$C) Unofficial;
- \$D) B and C are correct;
- \$E) All options are correct;

@124.What is the purpose of work of the leader?

- \$A) Achieving effective final results;
- \$B) To become a president;
- \$C) Get a high wage;
- \$D) B and C are correct;
- \$E) All options are correct;

@125.What requirements for control by the head do you know?

- \$A) Constancy, objectivity, efficiency, openness, orderliness, goodwill;
- \$B) Constancy, unfairly, efficiency, openness, orderliness, goodwill;
- \$C) Constancy, objectivity, efficiency, openness, orderliness, unfairly;
- \$D) A and C are correct;
- \$E) All options are correct;

@126.How many main aspects does have the work of leader?

- \$A) Two;
- \$B) Three;
- \$C) Four;
- \$D) Five;
- \$E) The work of the leader does not have any aspects;

@127.Find the first aspect of the work of the leader?

- \$A) Associated with the provision of the technological process, is denoted by the concept of an instrumental control loop;
- \$B) Associated with the staff of the organization where he works;
- \$C) Associate with the subordinates who trust him and follow him in whatever he does;
- \$D) B and C are correct;
- \$E) All options are correct;

@128.Find the first aspect of the work of the leader?

- \$A) Associated with the provision of the technological process, is denoted by the concept of an instrumental control loop;
- \$B) Associated with the staff of the organization where he works;
- \$C) Associate with the subordinates who trust him and follow him in whatever he does;
- \$D) B and C are correct;
- \$E) All options are correct;

@129.Find the second aspect of the work of the leader?

- \$A) Associated with the organization of interpersonal interactions, is the concept of an expressive contour;
- \$B) Associated with the staff of the organization where he works;
- \$C) Associate with the subordinates who trust him and follow him in whatever he does;
- \$D) B and C are correct;
- \$E) All options are correct;

@130. Complete the sentence «The status of the leader is ...»?

- \$A) Dual;
- \$B) Unique;
- \$C) important;
- \$D) B and C are correct;
- \$E) All options are correct;

@131. What is the main function of the leader?

- \$A) Goal setting;
- \$B) Creating the rules;
- \$C) Giving the salary of the employees;
- \$D) B and C are correct;
- \$E) All options are correct;

@132. Whose function is predicting possible changes in the external and internal environment of the organization and taking them into account?

- \$A) The function of the leader;
- \$B) The function of the workers;
- \$C) The functions of the subordinates;
- \$D) B and C are correct;
- \$E) A and B are correct;

@133. How many steps does the planning process of the leader should have?

- \$A) 7 steps;
- \$B) 10 steps;
- \$C) 15 steps;
- \$D) 16 steps;
- \$E) 17 steps;

@134. Find the first step of the planning process of the leader?

- \$A) The definition of the mission of the organization;
- \$B) The formulation of the main objectives of the organization;
- \$C) Analysis of the external environment;
- \$D) B and C are correct;
- \$E) All options are correct;

@135. Find the last step of the planning process of the leader?

- \$A) Subsequent monitoring and evaluation of the effectiveness of the implementation of the strategy;
- \$B) Management examination of the internal strengths and weaknesses of the organization;
- \$C) The study of strategy alternatives;
- \$D) B and C are correct;
- \$E) All options are correct;

@136. How many meanings does the function of an organization have?

- \$A) Three main meanings;
- \$B) Four main meanings;
- \$C) Six main meanings;
- \$D) Several main meanings;
- \$E) Eight main meanings;

@137. What is a «Function of an organization»?

- \$A) The function of an organization is understood as the general process of creating a certain organizational structure;
- \$B) The function of an organization is the specific rules that should be followed by all the employees, except the leader because he has his own functions;
- \$C) The goal setting is the main function of the leader, the stage of managerial activity and its structure component;
- \$D) All options are incorrect;
- \$E) All options are correct;

@138. What does «Communicative function» mean?

- \$A) Communicative function - a management function that ensures coordination of joint activities in the process of the organization based on the exchange of information by its members;
- \$B) The motivation function is one of the main management functions, which consists in stimulating the performers to achieve the general goals of the organization;
- \$C) The decision-making function is any selection process that is implemented either in the individual activities of the leader, or in various forms of collegial decisions;
- \$D) All options are incorrect;
- \$E) All options are correct;

@139. What includes the personnel policy of organization?

- \$A) Determining salary and benefits systems, organizing an incentive system, selecting and positioning personnel, and managing career development;
- \$B) Determining salary and unbeneficial systems, organizing an incentive system, selecting and positioning personnel, and managing career development;
- \$C) Determining salary and bad systems, organizing an incentive system, selecting and positioning personnel, and managing career development;
- \$D) All options are incorrect;

\$E) All options are correct;

@140. On what depends the effectiveness of management?

\$A) On the degree of control over the situation in which it operates;

\$B) On the level of effectiveness of the leader;

\$C) On the salary;

\$D) On the motivation to work;

\$E) All options are correct;

@141. How many percent provides formal authority of the influence of leader on subordinates?

\$A) 65%;

\$B) 70%;

\$C) 75%;

\$D) 80%;

\$E) 100%;

@142. What includes the psychology authority?

\$A) Moral authority and functional authority;

\$B) Individual and group authority;

\$C) Good and bad authority;

\$D) Main and extra authority;

\$E) Authority of the leader and boss;

@143. Who is the author of these words «The main goal of the leadership is to provoke the activities of the performers that correspond to the intentions of the leader»?

\$A) Y. Zelenevsky;

\$B) I. Yablokov;

\$C) S. Svetlokov;

\$D) A. Alexeev;

\$E) M. Mikhaylovsky;

@144. Which groups of the psychological qualities of the head do you know?

\$A) Professional, personal, business;

\$B) Professional, personal, individual, business;

\$C) Professional, personal, mental, business;

\$D) All options are incorrect;

\$E) All options are correct;

@145. What kind of psychological quality is «The ability to act according to plan»?

\$A) Professional quality;

\$B) Personal quality;

\$C) Business quality;

\$D) Mental quality;

\$E) Individual quality;

@146.What kind of psychological quality is «The desire for self-improvement, the acquisition of new knowledge»?

\$A) Professional quality;

\$B) Personal quality;

\$C) Business quality;

\$D) Mental quality;

\$E) Individual quality;

@147.What kind of psychological quality is «High ethical standards»?

\$A) Personal quality;

\$B) Professional quality;

\$C) Business quality;

\$D) Mental quality;

\$E) Individual quality;

@148.What kind of psychological quality is «High internal and external culture»?

\$A) Personal quality;

\$B) Professional quality;

\$C) Business quality;

\$D) Mental quality;

\$E) Individual quality;

@149.What kind of psychological quality is «Ability to neutralize the effects of stress»?

\$A) Personal quality;

\$B) Professional quality;

\$C) Business quality;

\$D) Mental quality;

\$E) Individual quality;

@150.What kind of psychological qualities is «The ability to organize activities and perform basic management functions»?

\$A) Business quality;

\$B) Professional quality;

\$C) Personal quality;

\$D) Mental quality;

\$E) Individual quality;

@151.What kind of psychological qualities is «The ability to get a credit of trust, to convince and lead people along»?

\$A) Business quality;

\$B) Professional quality;

- \$C) Personal quality;
- \$D) Mental quality;
- \$E) Individual quality;

@152. What kind of psychological qualities is «The ability to identify priority areas of activity. Concentrate on them or easily restructure»?

- \$A) Business quality;
- \$B) Professional quality;
- \$C) Personal quality;
- \$D) Mental quality;
- \$E) Individual quality;

@153. What is the FIRST type of TYPOLOGY of modern American managers?

- \$A) “masters”;
- \$B) “jungle fighters”;
- \$C) “company people”;
- \$D) “players”;
- \$E) there is no such typology;

@154. In order to effectively use money as a motivator and to avoid their impact as a demotivator, we should:

- \$A) - associate the fee with the quality of performance or the result, so that the award is commensurate with the efforts of the employee;
- \$B) - not to associate the fee with the quality of performance or the result, so that the award is commensurate with the efforts of the employee;
- \$C) - avoid to associate the fee with the quality of performance or the result, so that the award is commensurate with the efforts of the employee;
- \$D) - to get rid of association the fee with the quality of performance or the result, so that the award is commensurate with the efforts of the employee;
- \$E) - fight with the fee with the quality of performance or the result, so that the award is commensurate with the efforts of the employee;

@155. In order to effectively use money as a motivator and to avoid their impact as a demotivator, we should:

- \$A) - assure the employee that his efforts will be rewarded with an appropriate award;
- \$B) - avoid the employee that his efforts will be rewarded with an appropriate award;
- \$C) - dance the employee that his efforts will be rewarded with an appropriate award;
- \$D) - fire the employee that his efforts will be rewarded with an appropriate award;
- \$E) - fight with the employee that his efforts will be rewarded with an appropriate award;

@156. When was started the study of the socio-psychological problems of leadership?

- \$A) In the 1920s;
- \$B) In the 1930s;
- \$C) In the 1940s;
- \$D) In the 1950s;
- \$E) In the 1990s;

@157. Who is the author of these words «The concept of «management» is applicable only to a business enterprise producing goods or various services»?

- \$A) P. Drucker;
- \$B) J. Schmitt;
- \$C) A. Maslov;
- \$D) V. Alexseev;
- \$E) J. London;

@158. What is a management from a psychological point of view?

- \$A) Management is the process of managing people, taking into account fundamental ideas about the human character and behavior;
- \$B) Manager (from English) – a specialist in management;
- \$C) Managers are the managers in business, the state, public organization and the armed forces;
- \$D) All options are incorrect;
- \$E) A and C are correct;

@159. Who is the founder of the theoretical foundation of the management?

- \$A) G. Town;
- \$B) J. Schmitt;
- \$C) A. Maslov;
- \$D) V. Alexseev;
- \$E) J. London;

@160. When G. Town presented a report on the theme «An engineer as an economist»?

- \$A) In 1886;
- \$B) In 1888;
- \$C) In 1890;
- \$D) In 1980;
- \$E) In 1998;

@161. Which of below reports belongs to G. Town?

- \$A) «An engineer as an economist»;
- \$B) «The best leader ever»;
- \$C) «Manager as a subject of the management»;
- \$D) «Which qualities should have each leader»;
- \$E) «The head organization and his duties»;

@162. Where did G. Town present his report on the theme «An engineer as an economist»?

- \$A) At the annual meeting of the American Society of Mechanical Engineers;
- \$B) At the annual meeting of the English Society of Mechanical Engineers;
- \$C) At the annual meeting of the Russian Society of Mechanical Engineers;
- \$D) At the annual meeting of the Tajik Society of Mechanical Engineers;
- \$E) All options are incorrect;

@163. Where was for the first time raised the problem about the role of the management as an independent sphere of scientific knowledge and professional specialization?

- \$A) At the annual meeting of the American Society of Mechanical Engineers;
- \$B) At the annual meeting of the English Society of Mechanical Engineers;
- \$C) At the annual meeting of the Russian Society of Mechanical Engineers;
- \$D) At the annual meeting of the Tajik Society of Mechanical Engineers;
- \$E) All options are incorrect;

@164. What is «Fordism»?

- \$A) The widespread management system;
- \$B) The name of the huge company in the USA;
- \$C) The brand of popular car;
- \$D) All options are incorrect;
- \$E) All options are incorrect;

@165. Who is a founder of «Fordism»?

- \$A) G. Ford;
- \$B) G. Town;
- \$C) A. Maslov;
- \$D) J. Schmitt;
- \$E) All options are incorrect;

@166. With which concept is always associated the «Leadership»?

- \$A) Power;
- \$B) Authority;
- \$C) Management;
- \$D) Respect;
- \$E) Trust;

@167. By whom appoints the «Head»?

- \$A) By the higher authorities;
- \$B) By the workers;
- \$C) By the leader of the organization;
- \$D) By the President of the Republic of Tajilistan;
- \$E) All options are incorrect;

@168. Who distinguished the main features of the Manager and Leader?

- \$A) L. Krichevsky;
- \$B) A. Alekseev;
- \$C) S. Sergeev;
- \$D) P. Petrov;
- \$E) All options are incorrect;

@169. Find one of the general features of the Manager and Leader:

- \$A) The Manager and Leader play the role of coordinators, organizers of members of the social group;
- \$B) Both the Manager and Leader get high wage than the rest of employees in the organization;
- \$C) Both the Manager and Leader respect the adults and always support them;
- \$D) All options are wrong;
- \$E) All options are right;

@170. Find one of the general features of the Manager and Leader:

- \$A) Both the Manager and the Leader exercise social influence in the team, only by different means;
- \$B) Both the Manager and Leader get high wage than the rest of employees in the organization;
- \$C) Both the Manager and Leader respect the adults and always support them;
- \$D) All options are wrong;
- \$E) All options are right;

@171. Find one of the general features of the Manager and Leader:

- \$A) Both the Manager and the Leader use subordinate relations, although in first case they are clearly regulated, in the second they try are not foreseen in advance;
- \$B) Both the Manager and Leader get high wage than the rest of employees in the organization;
- \$C) Both the Manager and Leader respect the adults and always support them;
- \$D) All options are wrong;
- \$E) All options are right;

@172. Find the feature which belongs to the MANAGER:

- \$A) The Manager – a highly educated specialist with rich experience – develops and makes decisions;
- \$B) Both the Manager and Leader get high wage than the rest of employees in the organization;
- \$C) Both the Manager and Leader respect the adults and always support them;
- \$D) The Leader, as a rule, does not seek to permanently preserve the existing system;
- \$E) All options are right;

@173.Find the feature which belongs to the MANAGER:

- \$A) The Manager well understands the feature of the system with its rules and procedures, both formally prescribed and informal;
- \$B) Both the Manager and Leader get high wage than the rest of employees in the organization;
- \$C) Both the Manager and Leader respect the adults and always support them;
- \$D) The Leader, as a rule, does not seek to permanently preserve the existing system;
- \$E) All options are right;

@174.Find the feature which belongs to the MANAGER:

- \$A) The Manager is supporters of quantitative rather than qualitative indicators in assessing the activities of a company;
- \$B) Both the Manager and Leader get high wage than the rest of employees in the organization;
- \$C) Both the Manager and Leader respect the adults and always support them;
- \$D) The Leader, as a rule, does not seek to permanently preserve the existing system;
- \$E) All options are right;

@175.Find the feature which belongs to the LEADER:

- \$A) The leader, as a rule, does not seek to permanently preserve the existing system;
- \$B) Both the Manager and Leader get high wage than the rest of employees in the organization;
- \$C) Both the Manager and Leader respect the adults and always support them;
- \$D) The Manager is supporters of quantitative rather than qualitative indicators in assessing the activities of a company;
- \$E) All options are right;

@176.Find the feature which belongs to the LEADER:

- \$A) The leader believes that simplicity is the main principle of success;
- \$B) Both the Manager and Leader get high wage than the rest of employees in the organization;
- \$C) Both the Manager and Leader respect the adults and always support them;
- \$D) The Manager is supporters of quantitative rather than qualitative indicators in assessing the activities of a company;
- \$E) All options are right;

@177.Find the feature which belongs to the LEADER:

- \$A) The work of the Leader with «subordinates» is based on the principle of equality;
- \$B) Both the Manager and Leader get high wage than the rest of employees in the organization;
- \$C) Both the Manager and Leader respect the adults and always support them;
- \$D) The Manager is supporters of quantitative rather than qualitative indicators in assessing the activities of a company;
- \$E) All options are right;

@178. Find the personal quality of the Leader:

- \$A) Charismatic;
- \$B) Fool;
- \$C) Silly;
- \$D) Coward;
- \$E) All options are right;

@179. Find the meaning of the «Theory of synthetic» of the leadership:

- \$A) According to this theory, the effectiveness of leadership is determined not by so much by the personal qualities of the leader as by the style of his behavior in relation to subordinate;
- \$B) Both the Manager and Leader get high wage than the rest of employees in the organization;
- \$C) Both the Manager and Leader respect the adults and always support them;
- \$D) The Manager is supporters of quantitative rather than qualitative indicators in assessing the activities of a company;
- \$E) All options are right;

@180. Find the generalized portrait of the head based on the research of the American psychologist M. Shaw:

- \$A) Biographical characteristics;
- \$B) Work experience;
- \$C) The list of his previous positions;
- \$D) All options are wrong;
- \$E) All options are right;

@181. Find the generalized portrait of the head based on the research of the American psychologist M. Shaw:

- \$A) Abilities;
- \$B) Work experience;
- \$C) The list of his previous positions;
- \$D) All options are wrong;
- \$E) All options are right;

@182. Find the generalized portrait of the head based on the research of the American psychologist M. Shaw:

- \$A) Personality traits;
- \$B) Work experience;
- \$C) The list of his previous positions;
- \$D) All options are wrong;
- \$E) All options are right;

@183. Find the average age of the presidents of the large Japanese companies:

- \$A) 63,5;
- \$B) 64,0;
- \$C) 67,7;
- \$D) 70,7;
- \$E) All options are right;

@184. Find the average age of the presidents of the large American companies:

- \$A) 59;
- \$B) 64,0;
- \$C) 67,7;
- \$D) 70,7;
- \$E) All options are right;

@185. How old was Lee Iacocca when he became president of Ford (automobile company)?

- \$A) 36;
- \$B) 45;
- \$C) 56;
- \$D) 59;
- \$E) 65,6;

@186. Which book belongs to Lee Iacocca:

- \$A) «The career of the manager»;
- \$B) «How to be succeed»;
- \$C) «I am a Leader»;
- \$D) «Find a killer»;
- \$E) All options are right;

@187. Who is the author of these words: «I have always considered it an absurd practice, in which we must immediately dismiss a person who has reached 65 years of age. We must rely on senior managers. They have experience. They have wisdom»?

- \$A) Lee Iacocca;
- \$B) Alexander Maslov;
- \$C) John Rise;
- \$D) Nicos Alex;
- \$E) All options are right;

@188. Find the type of the abilities of the leader:

- \$A) General and specific;
- \$B) Individual and general;
- \$C) Personal and natural;
- \$D) All options are wrong;
- \$E) All options are right;

@189. Do you agree with this statement «Not everyone who studies well becomes excellent leaders»?

- \$A) Exactly;
- \$B) No;
- \$C) Maybe;
- \$D) I do not know;
- \$E) All options are right;

@190. Complete the statement «An important personality trait of a leader is his...»:

- \$A) Independence;
- \$B) Work;
- \$C) Salary;
- \$D) The own style of clothes;
- \$E) All options are right;

@191. Find the author of these words «Subordinates should be different and they have to have their own ideas and ways to solve issues»:

- \$A) A. Morita;
- \$B) A. Maslov;
- \$C) J. Schmitt;
- \$D) All options are wrong;
- \$E) All options are right;

@192. How many differentiating features of the leader introduced K.K. Platonov?

- \$A) 2 types;
- \$B) 5 types;
- \$C) 6 types;
- \$D) 8 types;
- \$E) 10 types;

@193. Who suggested the concept «Managerial lattice»?

- \$A) R. Black and J. Mouton;
- \$B) A. Maslov;
- \$C) J. Schmitt and G. Town;
- \$D) Brothers Johnes;
- \$E) All options are wrong;

@194. Find types of leader depending on the preferred nature of the action:

- \$A) Passive and active;
- \$B) Good and bad;
- \$C) Wise and fool;
- \$D) All options are wrong;
- \$E) All options are right;

@195. What kind of leader would be considered as a PASSIVE one?

- \$A) In the first place they put their own interests;
- \$B) Seek to strengthen power and increase their own influence;
- \$C) Depending on the preferred nature for the actions;
- \$D) A and B are correct;
- \$E) All options are wrong;

@196. What kind of leader would be considered as a ACTIVE one?

- \$A) Seek to strengthen power and increase their own influence;
- \$B) In the first place they put their own interests;
- \$C) Depending on the preferred nature of the actions;
- \$D) A and B are correct;
- \$E) All options are wrong;

@197. What is the «Leadership style»?

- \$A) Leadership style is a combination of typical and relatively stable methods of influence of a leader on subordinates in order to effectively perform managerial functions and tasks;
- \$B) Masters act according to the scheme, tightly control performers, require undivided submission, do not allow criticism in their address, refuse everything that their authority can shake and show incompetence;
- \$C) People of the company do not relate to real processes, but give the impression of rapid activity and actively solving the problems of the organizations, give advice on a general rather than a specific plan;
- \$D) A and B are correct;
- \$E) All options are wrong;

@198. What is a definition of the «Leadership» in the «Fundamentals of Management» by M. Mescon, M. Albert, and F. Hedouri?

- \$A) Leadership is the ability to influence individuals and group of people to encourage them to work to achieve goals;
- \$B) Specialist – only busy with work, solving technical problems, high-class professionals, respect subordinates, strive for excellence, discipline and order, more like to obey than to lead;
- \$C) Integrators – value a calm socio-psychological climate, take care of the order, smoothing out contradictions;
- \$D) A and B are correct;
- \$E) All options are wrong;

@199. Who usually says «I am listening to you» or «Maybe we will accept your offer»?

- \$A) Administrator;
- \$B) Boss;
- \$C) leader;
- \$D) A and B are correct;

\$E) Waitress;

@200. Who usually smiles, listens to you (or pretends to be listening), and then acts as he sees fit?

\$A) Administrator;

\$B) Boss;

\$C) leader;

\$D) A and B are correct;

\$E) Waitress;

@201. What is the «POWER»?

\$A) Power is an ability of the person to influence people for their own (or business interests) goals;

\$B) Leadership is one the mechanisms for integrating group activities, when an individual or part of a social group plays the role of a leader;

\$C) The leader delegates to groups the right to make decisions on certain issues;

\$D) A and B are correct;

\$E) All options are wrong;

@202. In order to effectively use money as a motivator and to avoid their impact as a demotivator, we should:

\$A) give a salary that reflects the cost of work for the company on a fair basis;

\$B) avoid a salary that reflects the cost of work for the company on a fair basis;

\$C) not to give a salary that reflects the cost of work for the company on a fair basis;

\$D) steal a salary that reflects the cost of work for the company on a fair basis;

\$E) get rid of a salary that reflects the cost of work for the company on a fair basis;

@203. What is the «Managerial behavior»?

\$A) Managerial behavior is the behavior of the leader and employees involved in certain management processes that have their own cycle, rhythms, pace, relationship structure, organizational framework and requirement for employees;

\$B) Leadership integrates the interpersonal factors of an organization to orient them toward achieving the organizations goals rhythms, pace, relationship structure, organizational framework and requirement for employees;

\$C) Fundamentals of Management is the ability to influence individuals and groups of people to encourage them to work to achieve goals rhythms, pace, relationship structure, organizational framework and requirement for employees;

\$D) A and B are correct;

\$E) All options are wrong;

@204. In any organization, there are certain principles and standards regarding

\$A) the goals, future and present behavior;

\$B) the times, days, years and centuries;

\$C) the what, when, and why;

- \$D) the person, human, people;
- \$E) the man, women and children;

@205. What covers personnel policy?

- \$A) it covers the main goals, standards of conduct in the field of personnel management of the organization;
- \$B) all expenditures and fees, which is needed for the development of the company;
- \$C) the accommodation, transportation, and the salary of the workers, which they obtain during the period of a time;
- \$D) distribution of duties among team members of the labor collective perform certain duties;
- \$E) it covers nothing;

@206. Personnel policy - is the basis of all measures in the field of

- \$A) people management in the organization;
- \$B) international economic and trade relations;
- \$C) governmental and non-governmental sectors;
- \$D) economy, marketing and finance;
- \$E) no right answer;

@207. Any step in the personnel sphere, as well as setting goals has

- \$A) a direct and indirect effect;
- \$B) a good and bad effect;
- \$C) a positive and negative effect;
- \$D) a useful and beneficial effect;
- \$E) it has no effect;

@208. The Personnel sphere has a direct and indirect effect on how many ways?

- \$A) three main elements;
- \$B) four main elements;
- \$C) five main elements;
- \$D) six main elements;
- \$E) seven main elements;

@209. Which one of the followings is the one of the main elements of personnel sphere?

- \$A) organization-ensuring its readiness and ability to take effective actions;
- \$B) school-providing better quality of teaching in order to satisfy the student's needs;
- \$C) university-creating a new building for students of the institute;
- \$D) economy-creating economic zones, building infrastructures, factories to make new job places;
- \$E) all of the above are true;

@210. Which of the followings is considered the main element of personnel policy?

- \$A) the employee (an increase in his labor return, length of service as incentive to maintain and strengthen attachment to the organization);
- \$B) the professor (a person who is everyday coming to university to share his experience by sharing lectures);
- \$C) the migrant (people who has no job in his country and go to developed countries in order to make money and fulfill his family's needs);
- \$D) the diplomat (a person who has a huge responsibility for expanding the relations of his country with another states);
- \$E) no right answer;

@211.What is main condition for a highly organized team?

- \$A) ensuring a stable team;
- \$B) creating job places;
- \$C) paying them more money;
- \$D) making them happy;
- \$E) no need any condition;

@212.Each team member will have a high motivation if he

- \$A) understands and approves the goals for which he works;
- \$B) does not take enough salary for fulfilling his needs;
- \$C) always comes late to work, by the way to not follow the rules and procedures;
- \$D) works with no confident, which he really need to find it in his self;
- \$E) has no desire;

@213.Who identified the following most typical limitations that impede the effective work of the team?

- \$A) M. Woodcock and D. Francis;
- \$B) T. Edison and A. Einstein;
- \$C) J. Bond and D. Trump;
- \$D) L. Hamilton and A. Michelle;
- \$E) B. Obama and T. Jefferson;

@214.What we need to do in order to have an effective team?

- \$A) a balanced combination of roles, where each performer works to solve a common problem;
- \$B) make a good relation with all of them, buy them a chocolate for making them happy, organize a picnic;
- \$C) creating socio-psychological climate, on which the nature of the relations in the collective largely depends;
- \$D) each member of the labor collective performs certain duties that determine its official and social place;
- \$E) no right answer;

@215.What implies manageability of the team?

- \$A) the psychological and organizational ability to carry out the necessary actions on the part of Management;
- \$B) ability to make them believe on what you are saying, even your words are wrong or full of trashes, standing on your arguments till the end;
- \$C) having enough knowledge, being so wise, knowing several languages, being actor and can fight with all group members;
- \$D) help them financially, in case of not getting their salary;
- \$E) all of the above are true;

@216.Developed employees defined by whom?

- \$A) D. Francis and M. Woodcock;
- \$B) A. Firdavsi and A. Beruni;
- \$C) S. Melikov and P. Escobar;
- \$D) J. Kennedy, Aristotle and K. Max;
- \$E) L. Sane and B. Clinton;

@217.Who is developed employees?

- \$A) the ones who are energetic, able to cope with their emotions, are ready to openly and well state their opinion, can change their point of view only under the influence of arguments;
- \$B) people who are work and live in the developed countries, and together help the government to promote as fast as possible;
- \$C) very lazy persons, that don't know the term of developed and try to act like developed people whether they don't know what they are doing;
- \$D) migrants who go to a developed country for gaining more money;
- \$E) no right answer;

@218.What is abnormal microclimate?

- \$A) the team with different values, temperaments and characters loyalty to the team and a high degree of mutual support are signs of a normal psychological climate in the team;
- \$B) the team, which able to work in any climate including cold or hot weather nothing can let them to stop the work, doesn't matter it's raining or snowing;
- \$C) a group of people, who can work only in the cold weather, because they have born only because of this;
- \$D) persons, who have a strange characters and they are not able to work in any weather, they just need to relax at home;
- \$E) no right answer;

@219.What are the substructures of the labor collective?

- \$A) production, social, official, consumption, professional and qualification, socio-demographic, esthetic;
- \$B) culture, art, music, dancing, singing, playing piano, presenting show, circus, concert, open air;

- \$C) strategical, financial, economical, capacity-building creating job places, production;
- \$D) administrative, social, socio-demographic, culture, art, official, capacity-building;
- \$E) no right answer;

@220. What is one of the important tasks of the scientific management of the workforce?

- \$A) to study trends in technical and socio-economic development collective and society;
- \$B) study of how to divide this word into two parts which each of them has different meanings;
- \$C) learning how the life force us and we go for working in order to earn enough money;
- \$D) to study the life in economic and cultural way;
- \$E) all of the above are true;

@221. Define the production structure.

- \$A) it reflects a stable team production function of workers;
- \$B) the group which always fail during the production;
- \$C) shows how to produce goods and attract the costumers;
- \$D) buying raw material for production;
- \$E) no right answer;

@222. Which of the given below is true about social structure?

- \$A) the team based on the affiliation of workers in the respective professional and job groups;
- \$B) the group of people which their main job is sitting in the social networks and commenting there;
- \$C) the team with the highest level of individual abilities of its members;
- \$D) improvement the system of social relations, increasing the activity of team members and corporate spirit;
- \$E) no right answer;

@223. The average age of the presidents of large American companies was?

- \$A) 59 years old;
- \$B) 65 years old;
- \$C) 66 years old;
- \$D) 61 years old;
- \$E) 64 years old;

@224. The social position of an individual employee, which occupies in the hierarchy of social structure, depends on

- \$A) education, training, experience;
- \$B) production, business, music;
- \$C) culture, dance, economy;
- \$D) consumption, expenditure, demand;
- \$E) all of the above are true;

@225.The role that the employee performs in the:

- \$A) team, social, personal life;
- \$B) group, class, course;
- \$C) sector, factory, political;
- \$D) leader, economic, organization;
- \$E) no right answer;

@226.The positions of managers are divided into:

- \$A) upper, middle, lower and line managers;
- \$B) positive, negative, affirmative managers;
- \$C) good, bad, better, worse, best managers;
- \$D) training, experienced, educative managers;
- \$E) all of the above are true;

@227.The job structure consists of:

- \$A) the division of labor, list of posts indicating the necessary qualifications;
- \$B) rotation of employees to another structures to make more experience;
- \$C) participating in the cultural and events for having fun;
- \$D) the job doesn't need any structure, it is self-independent;
- \$E) all of the above are true;

@228.The main feature of the job structure is that:

- \$A) it is based on the organization's staff list and is anonymous;
- \$B) the division of the substructures for identifying the specific sphere;
- \$C) identify the qualification of workers and their rotation;
- \$D) there is no any feature, because it has no any good feature;
- \$E) no right answer;

@229.The consumption substructure characterizes:

- \$A) the workforce based on the participation of workers in consumption funds;
- \$B) helps people for choosing and consuming better quality products;
- \$C) responsibilities and the measures of responsibility for consuming the product;
- \$D) the specific sphere of labor which is related to the meaningless problems;
- \$E) all of the above are true;

@230.The professional and qualification structure is represented by:

- \$A) various professional groups;
- \$B) various unprofessional groups;
- \$C) various clever groups;
- \$D) various lazy groups;
- \$E) these structures does not exist;

@231.How the vocational qualification structure is formed?

- \$A) the correlation of groups of workers in certain professions and qualifications;
- \$B) the relation of high-qualified teacher with a student in order to have a better lesson;
- \$C) organizing vacations for the workers of substructure divisions in order to motivate them;
- \$D) by conducting short trainings for labor collective for being well-qualified;
- \$E) all of the above are true;

@232. What is a profession?

- \$A) the sum of certain knowledge, skills and labor skills of an employee in a certain field;
- \$B) when the professor comes to university and shares the lectures from his experience;
- \$C) a situation, when a student argues with a professor for getting a higher marks from the ratings;
- \$D) choosing your future career from the childhood and having a big desire in order to achieve the goal;
- \$E) this term does not exist;

@233. Workers are characterized by:

- \$A) separation, professions, qualification, remuneration;
- \$B) ability, power, diploma, certificate of graduating the school;
- \$C) gender, creation, invention, diversity, level of knowledge;
- \$D) knowing languages, participating in the social events;
- \$E) they have no characteristics;

@234. Specialists are divided by:

- \$A) professional characteristics and level-education;
- \$B) designer, technologist, economist;
- \$C) technical, economic, administrative;
- \$D) without category, no diploma, laziness, craziness;
- \$E) no right answer;

@235. The remuneration of specialists are mostly:

- \$A) time-based, often with irregular working hours;
- \$B) has no free time, always speak with a telephone;
- \$C) unqualified, have no desire to work;
- \$D) do not enjoy the life, they just living for fun;
- \$E) all of the above are true;

@236. The young specialists are more:

- \$A) sharply assesses the nature of relationships in the team;
- \$B) irresponsible, have not enough knowledge;
- \$C) the ones, who get the high posts through another ways;
- \$D) the workers, who know more than seven languages;
- \$E) no right answer;

@237. Workers in older age groups are:

- \$A) sensitive to lack of comfort;
- \$B) slowly in working and boring;
- \$C) energetic and creative;
- \$D) more than welcome to work;
- \$E) no right answer;

@238. Workers in older age groups have:

- \$A) a higher social status and prestige;
- \$B) a white bird, hair and ready to die;
- \$C) their collected moneys, which they obtained;
- \$D) more than welcome to stop the work;
- \$E) all of the above are true;

@239. What women prefer in the labor collective?

- \$A) comfortable working conditions;
- \$B) earning high amount of salary;
- \$C) having the last model of iphone;
- \$D) coming with make up to work;
- \$E) they prefer nothing;

@240. What attracts men in the labor collective?

- \$A) meaningful and interesting work;
- \$B) coming to work by their own car;
- \$C) beautiful and attractive girls;
- \$D) taking the number of a girl or his college;
- \$E) all of the above are true;

@241. What is administrative structure?

- \$A) an objective structure in nature collective;
- \$B) the organ which gives administrative punishment;
- \$C) presenting flowers to your lovely girlfriend;
- \$D) negotiation with foreign countries;
- \$E) no right answer;

@242. What is the main feature of administrative structure?

- \$A) relations are official and official in nature;
- \$B) paying money in case of violation of laws;
- \$C) having a good relation with policemen;
- \$D) taking your boyfriend to the karaoke club;
- \$E) this type of feature does not exist;

@243. A person usually carries out his activities within:

- \$A) the framework of a production;
- \$B) playing football, basketball;
- \$C) studying lesson using some books;
- \$D) going to school by minibuses;
- \$E) no right answer;

@244. "Consideration of the management process of the labor collective corresponds to a typical level of socio-psychological analysis can be subjected to the collective as a subject of human control in the organization". Which theory is it?

- \$A) theory of "human relations";
- \$B) "Marxism" theory;
- \$C) "X, Y, Z" theory;
- \$D) theory of "Charles Darwin";
- \$E) this theory does not exist;

@245. The team as an object of management can act in how many systems?

- \$A) in two systems;
- \$B) in hundred systems;
- \$C) in one system;
- \$D) in million systems;
- \$E) no any system;

@246. Who is L.I. Umansky?

- \$A) a person who used the socio-psychological indicators of the team;
- \$B) a man who had come to Tajikistan in order to taste its national food;
- \$C) he is Michelle's uncle, they've been living together for a long time;
- \$D) the famous blogger which was so popular during the Soviet Union;
- \$E) it will be the second time, if I hear this name once more;

@247. The psychological unity of the team includes:

- \$A) a number of indicators;
- \$B) a huge amount of money;
- \$C) science and nature;
- \$D) relations with girls or people;
- \$E) no right answer;

@248. The content of the "human factor" includes:

- \$A) the indicated socio-psychological components;
- \$B) all expenditures, that is spend during the trip;
- \$C) the factories, which are build by human;
- \$D) the relation of the leader with a team members;
- \$E) no right answer;

@249. According A. Petrovsky and his employees, signs a genuine team can only be called those phenomena in which the relationships and interactions of people are mediated by the content of their joint activities, such as:

- \$A) its goals, objectives, values;
- \$B) financial, economic, social;
- \$C) institute, university, school;
- \$D) home, office, cabinet, building;
- \$E) all of the above are true;

@250. A leader within the organization can be a person:

- \$A) who is able to influence others;
- \$B) make a bad relation with team members;
- \$C) someone, who push his colleges to a bad way;
- \$D) the one, who always joke;
- \$E) no right answer;

@251. A systematic, focused and broad study of leadership began only from:

- \$A) the time of F. Taylor;
- \$B) the time of S. Moli;
- \$C) the time of M. Ali;
- \$D) the time of A. Hall;
- \$E) all of the above are true;

@252. Who is a hero?

- \$A) a person, who sacrifices himself for others;
- \$B) the one, who sacrifices others for himself;
- \$C) people, who always fight for a piece of bread;
- \$D) a young man, who hits another boy near the girl;
- \$E) there is no any hero;

@253. It acts for the members of the group as a force to maintain the "Concept" and satisfy the needs of everyone, relieves guilt and anxiety. To whom belongs this sentence?

- \$A) the organizer;
- \$B) the engineer;
- \$C) the one, which I don't know;
- \$D) the taxi-driver;
- \$E) it belongs to no one;

@254. When did management occur as a special type of human activity?

- \$A) In 19-20th C;
- \$B) In 9-10th C;
- \$C) In 13-14th C;

\$D) In 16-17th C;

\$E) In 11-12th C;

@255.How can management be defined in a narrow sense?

\$A) The subject's influence on the object forcing it to perform certain actions;

\$B) Achieving the goals of the object;

\$C) Control over the activities of the object;

\$D) Analysis of the results;

\$E) None of them is correct;

@256.How can management be defined in a broad sense?

\$A) Control over the activities of the object and analysis of the results;

\$B) The subject's influence on the object forcing it to perform certain actions;

\$C) Achieving the goals of the object;

\$D) Achieving the goals of the subject;

\$E) None of them is correct;

@257.What is the management process?

\$A) The sequence of actions aimed at achieving the goals of the organization;

\$B) Collective activities in any historical period in the development of society;

\$C) The process in which the amount of production is increased;

\$D) Collecting and increasing labor force and commanding it;

\$E) All options are correct;

@258.When does the management process begin?

\$A) From the moment of establishing relationships between the subject and object;

\$B) With the disappearance of relationships between the subject and the object;

\$C) From the moment of defining the place and the building of the organization;

\$D) From the moment of planning about opening an organization;

\$E) None of them is correct;

@259.When does the management process end?

\$A) With the disappearance of relationships between the subject and the object;

\$B) From the moment of establishing relationships between the subject and object;

\$C) From the moment of defining the place and the building of the organization;

\$D) From the moment of planning about opening an organization;

\$E) None of them is correct;

@260.Which stages can be distinguished in the management process from a substantive point of view?

\$A) All options are correct;

- \$B) Organization, coordination;
- \$C) Stimulation, analysis;
- \$D) Accounting and control;
- \$E) Forecasting, planning;

@261. What process of management is Planning?

- \$A) The process of developing action plans and enterprise development;
- \$B) The process of placing in space and time the resources needed to reach goals;
- \$C) The regulation of the interaction of resources in the process of reaching a goal;
- \$D) A set of actions of the subject management, encouraging people;
- \$E) Comparison of the results of accounting and control with the planned values;

@262. What process of management is Organization?

- \$A) The process of placing in space and time the resources needed to reach goals;
- \$B) The process of developing action plans and enterprise development;
- \$C) The regulation of the interaction of resources in the process of reaching a goal;
- \$D) A set of actions of the subject management, encouraging people;
- \$E) Comparison of the results of accounting and control with the planned values;

@263. What process of management is Coordination?

- \$A) The regulation of the interaction of resources in the process of reaching a goal;
- \$B) The process of placing in space and time the resources needed to reach goals;
- \$C) The process of developing action plans and enterprise development;
- \$D) A set of actions of the subject management, encouraging people;
- \$E) Comparison of the results of accounting and control with the planned values;

@264. What process of management is Stimulation(motivation)?

- \$A) A set of actions of the subject management, encouraging people;
- \$B) The regulation of the interaction of resources in the process of reaching a goal;
- \$C) The process of placing in space and time the resources needed to reach goals;
- \$D) The process of developing action plans and enterprise development;
- \$E) Comparison of the results of accounting and control with the planned values;

@265. What process of management is Analysis?

- \$A) Comparison of the results of accounting and control with the planned values;
- \$B) A set of actions of the subject management, encouraging people;
- \$C) The regulation of the interaction of resources in the process of reaching a goal;
- \$D) The process of placing in space and time the resources needed to reach goals;
- \$E) The process of developing action plans and enterprise development;

@266. What is Organization?

- \$A) The union of two or more people interacting with each other to achieve a specific goal;
- \$B) The efforts of a person striving to reach a specific goal;
- \$C) A group of people working without salary;
- \$D) A group of ancient people hunting animals;
- \$E) None of them is correct;

@267. What are the systems arisen in the social system about the production, distribution and consumption of material goods called?

- \$A) Socio-economic;
- \$B) Political;
- \$C) Technological;
- \$D) Socio-cultural;
- \$E) Agricultural;

@268. What can be an example of a complex socio-economic system?

- \$A) An enterprise operating in the external environment;
- \$B) An organization operating in the internal environment;
- \$C) The union of two or more people;
- \$D) The efforts of a person striving to reach goals;
- \$E) None of them is correct;

@269. Which norms does the ethical external environment include?

- \$A) Norms of personal and interpersonal behaviors;
- \$B) Rights and laws of the organization;
- \$C) The state laws and constitution;
- \$D) Being on time, not saying bad words etc;
- \$E) None of them is correct;

@270. How many management methods do you know?

- \$A) All options are correct;
- \$B) Economic;
- \$C) Socio-psychological;
- \$D) None is correct;
- \$E) Administrative-legal;

@271. Which ways of administrative and legal influence exist?

- \$A) All options are correct;
- \$B) Disciplinary liability and penalties;
- \$C) Liability of the penalty;
- \$D) Administrative liability and penalties;

\$E) Organizational and administrative influence;

@272.What are economic management methods?

\$A) Ways of influencing personnel based on the use of economic laws;

\$B) Ways of influencing a person by enforcement to do a certain work;

\$C) Ways of influencing an organization by natural disasters;

\$D) Ways of coming together and making business;

\$E) None of them is correct;

@273.What is the Minimum wage?

\$A) The amount of monthly wage guaranteed by law;

\$B) Any kind of salary;

\$C) Paper money and coins;

\$D) Tax payments;

\$E) None of them is correct;

@274.What are Securities?

\$A) The main instruments of the stock market;

\$B) Guard's activities for keeping safety;

\$C) Paper money and coins;

\$D) Any kind of salary;

\$E) All options are correct;

@275.Which theories are the principles of competition reflected in?

\$A) "Theory Y and Theory Z";

\$B) "Big Bang Theory";

\$C) "Theory of relativity";

\$D) "Laws of motion";

\$E) "Uncertainty principle";

@276.What is motivation?

\$A) A positive form of moral impact on the employee;

\$B) An influence by which an employee is forced to do a work against his desire;

\$C) A negative form of moral impact on the employee;

\$D) A technique of indirect persuasion through jokes and ironic remarks;

\$E) None of them is correct;

@277.What is coercion?

\$A) An influence by which an employee is forced to do a work against his desire;

\$B) A positive form of moral impact on the employee;

\$C) A negative form of moral impact on the employee;

- \$D) A technique of indirect persuasion through jokes and ironic remarks;
- \$E) None of them is correct;

@278.What are management principles?

- \$A) Fundamental truths on which the control system is built;
- \$B) The sequence of actions aimed at achieving the goals of the organization;
- \$C) Collective activities in any historical period in the development of society;
- \$D) The process in which the amount of production is increased;
- \$E) Collecting and increasing labor force and commanding it;

@279.Whom were first the principles of management formulated by?

- \$A) G. Emerson;
- \$B) Frederick Taylor;
- \$C) Frank Gilbreth;
- \$D) L.L. Langau;
- \$E) J. Friedman;

@280.Which book are the principles of management written in by G. Emerson?

- \$A) "The Twelve Principles of Management";
- \$B) "General and Industrial Management";
- \$C) "The Principles of Russian business";
- \$D) All options are correct;
- \$E) None of them is correct;

@281.When were first the principles of management formulated?

- \$A) In 1912;
- \$B) In 1910;
- \$C) In 1907;
- \$D) In 1915;
- \$E) In 1909;

@282.Who else formulated the management principles after G. Emerson?

- \$A) A. Fayol;
- \$B) Frederick Taylor;
- \$C) Frank Gilbreth;
- \$D) L.L. Langau;
- \$E) J. Friedman;

@283.When were the principles of A. Fayol formulated?

- \$A) In 1914;
- \$B) In 1915;

- \$C) In 1917;
- \$D) In 1913;
- \$E) In 1919;

@284. Which book are the principles of management written in by A. Fayol?

- \$A) "General and Industrial Management";
- \$B) "The Twelve Principles of Management";
- \$C) "The Principles of Russian business";
- \$D) All options are correct;
- \$E) None of them is correct;

@285. How many principles of Russian business were formulated?

- \$A) 7;
- \$B) 5;
- \$C) 9;
- \$D) 2;
- \$E) 4;

@286. Who was Thomas J. Watson?

- \$A) IBM founder;
- \$B) A businessman;
- \$C) Philosopher;
- \$D) A writer;
- \$E) None of them;

@287. What are the management principles used by IBM?

- \$A) All options are correct;
- \$B) Every customer is entitled to the best possible service;
- \$C) Achieve excellence in everything;
- \$D) Everyone deserves respect;
- \$E) None of them is correct;

@288. What is the labor collective?

- \$A) A relatively stable association of people for joint work;
- \$B) An activity of one person at some factory;
- \$C) An activity of people of a group against each other;
- \$D) An association of people for personal interests;
- \$E) None of them is correct;

@289. Which characteristics can define a group as a team?

- \$A) All options are correct;

- \$B) Voluntary nature of the association;
- \$C) The integrity of the team;
- \$D) The presence of special relationship between members;
- \$E) Association of people for achieving a certain goal;

@290. Which features is the labor collective characterized by?

- \$A) All options are correct;
- \$B) The presence of a power authority system;
- \$C) Distribution of responsibilities between members;
- \$D) A specific socio-psychological climate;
- \$E) The presence of a single goal;

@291. How many types of communication are manifested in a team?

- \$A) Official, professional, interpersonal;
- \$B) Official, personal;
- \$C) Unofficial, unprofessional, personal;
- \$D) Professional, unofficial;
- \$E) None of them is correct;

@292. Which basic areas can we distinguish where people enter into various relationships?

- \$A) All options are correct;
- \$B) Economic processes;
- \$C) Ideological processes;
- \$D) Cultural processes;
- \$E) Production processes;

@293. How many types of relationships can be distinguished in a labor collective?

- \$A) Subordination and coordination relationships;
- \$B) Social and economic relationships;
- \$C) Technological and cultural relationships;
- \$D) Industrial and agricultural relationships;
- \$E) None of them is correct;

294. What functions does a labor collective perform?

- \$A) Production function, economic and social function;
- \$B) Selection and placement of personnel;
- \$C) Collecting and increasing labor force;
- \$D) Industrial and technological functions;
- \$E) None of them is correct;

@295.What is condemnation?

- \$A) A method of psychological impact on employee whose work results are extremely unsatisfactory;
- \$B) An extreme form of psychological influence in the absence of results of other forms of influence;
- \$C) A psychological device through which employees become accomplices in the labor or social process;
- \$D) The formation of personal motivation of employees based on the philosophy of the organization;
- \$E) None of them is correct;

@296.What is discipline?

- \$A) All the observance of certain agreements between employee and manager;
- \$B) A positive form of moral impact on the employee;
- \$C) The sequence of actions aimed at achieving the goals of the organization;
- \$D) Collective activities in any historical period in the development of society;
- \$E) The process in which the amount of production is increased;

@297.When was The Classical School of management formed?

- \$A) In XIX-XX C;
- \$B) In X-XI C;
- \$C) In XIV-XV C;
- \$D) In IX-XII C;
- \$E) In XIII-XVI C;

@298.Who of following scientists were the representatives of Classical School?

- \$A) Frederick Taylor and Frank Gilbreth;
- \$B) Anton Miles and Mary Parker;
- \$C) Frids Rodlis and W. Foch;
- \$D) C. Bell and W. Moore;
- \$E) J. Friedman and R. Linkert;

@299.Which additional principles of management were formulated by G. Emerson?

- \$A) All options are correct;
- \$B) The boss exists only to promote improvement subordinate performance;
- \$C) Each higher level of management serves those who work below;
- \$D) Every operation should be carried out taking into account all knowledge and skills that exist in the world;
- \$E) A subordinate exists in order to promote the full development of the personality of the boss;

@300. When was the School of Human Relations formed?

- \$A) 20-30s of XX C;
- \$B) 40-50s of XVIII C;
- \$C) 70-80s of XV C;
- \$D) 90s of XIX C;
- \$E) 60-70s of XIV C;

@301. What kind of processes do the production of goods and provision of services refer to?

- \$A) Production processes;
- \$B) Moral processes;
- \$C) Cultural processes;
- \$D) Legal processes;
- \$E) Ideological processes;

@302. What kind of processes do the production, distribution and consumption of material goods refer to?

- \$A) Economic processes;
- \$B) Ideological processes;
- \$C) Cognitive processes;
- \$D) Cultural processes;
- \$E) None of them;

@303. What kind of processes do the development of legal awareness and discipline refer to?

- \$A) Legal processes;
- \$B) Cognitive processes;
- \$C) Moral processes;
- \$D) Economic processes;
- \$E) Ideological processes;

@304. What kind of processes do the improvement of cultural and technical level of production and workers refer to?

- \$A) Cultural processes;
- \$B) Legal processes;
- \$C) Ideological processes;
- \$D) Cognitive processes;
- \$E) None of them;

@305. The synonym of "personality" concept;

- \$A) person, individual, individuality;

- \$B) human, people, peace;
- \$C) family, community, society;
- \$D) institutions, departments, unity;
- \$E) country, area, town;

@306.The essential definition of "individuality"

- \$A) integrity, unity, originality, authorship, own way of life;
- \$B) society, school, peace, independence, country;
- \$C) society, school, peace, self-confidence, country;
- \$D) school, integrity, peace, independence, unity;
- \$E) integrity, society, peace, country, self-confidence, school;

@307.What is "individuality"?

- \$A) Individuality is the unity of the unique personal qualities of a particular person;
- \$B) Man is a generic concept indicating that a creature is related to the highest level of development of living nature in relation to the human race;
- \$C) An individual is an isolated representative of the species "homo sapiens";
- \$D) Individualization is the process of self-determination and separation of the individual, its isolation from the community, the design of its individuality, uniqueness and uniqueness;
- \$E) Individuality is formed in certain social conditions. Since childhood, each individual is included in the historically established system of social relations;

@308.What is the most established foundation of personality typology?

- \$A) Introversion and extraversion;
- \$B) Similar and different;
- \$C) Foreign and inside;
- \$D) Policy and society;
- \$E) Group and single;

@309.What is introversion?

- \$A) inward;
- \$B) concept;
- \$C) statement;
- \$D) country;
- \$E) region;

@310.What is extraversion?

- \$A) outward;
- \$B) country;
- \$C) republic;

- \$D) society;
- \$E) town;

@311. In relation to the activities distinguish:

- \$A) general and special abilities;
- \$B) similar and group abilities;
- \$C) team and individual abilities;
- \$D) easy and difficult abilities;
- \$E) personal and natural abilities;

@312. The elements of novelty in the activities carried out distinguish

- \$A) reproductive and creative abilities;
- \$B) active and passive abilities;
- \$C) individual and group abilities;
- \$D) group and singular activities;
- \$E) temporary and permanent abilities;

@313. How many basic temperaments are there?

- \$A) 4;
- \$B) 3;
- \$C) 2;
- \$D) 5;
- \$E) 1;

@314. Name the basic temperaments:

- \$A) choleric, sanguine, phlegmatic, melancholic;
- \$B) sanguine, temporary, individual, melancholic;
- \$C) choleric, introversion, phlegmatic, group;
- \$D) phlegmatic, individual, choleric, temporary;
- \$E) all answers are correct;

@315. What is the oldest typology of personality theory?

- \$A) Hippocratic;
- \$B) Sanguine;
- \$C) Aristotle;
- \$D) Individuality;
- \$E) Personal;

@316. Temperament is.....

- \$A) an individually peculiar set of dynamic manifestations of the psyche;
- \$B) temperament is a group peculiar set of dynamic manifestations of the psyche;

- \$C) temperament is a country peculiar set of dynamic manifestations of the psyche;
- \$D) country is an individually peculiar set of dynamic manifestations of the psyche;
- \$E) is a society peculiar set of dynamic manifestations of the psyche;

@317.To how many groups K. Madsen identifies 19 main motives?

- \$A) 4 groups;
- \$B) 5 groups;
- \$C) 3 groups;
- \$D) 2 groups;
- \$E) 6 groups;

@318.The first group of motives is.....

- \$A) organic motives (hunger, thirst, sensation of pain, heat, cold, maternal feeling)
- \$B) the use of money for reward and incentive;
- \$C) motivation through the work itself: give the person an interesting and satisfying job, and the quality of work will be high;
- \$D) managers have always been aware of the need to encourage people to work more efficiently, believing that the function of money is enough for this;
- \$E) in professional activities, the motives of the third and fourth groups are of paramount importance, while the first two groups of motives cannot be neglected;

@319.The second group of motives is.....

- \$A) emotional motives (fear, desire for security, aggressiveness);
- \$B) the use of money for reward and incentive;
- \$C) motivation through the work itself: give the person an interesting and satisfying job, and the quality of work will be high;
- \$D) managers have always been aware of the need to encourage people to work more efficiently, believing that the function of money is enough for this;
- \$E) in professional activities, the motives of the third and fourth groups are of paramount importance, while the first two groups of motives cannot be neglected;

@320.The third group of motives is.....

- \$A) social motives (desire for contacts, a thirst for power, a thirst for activity);
- \$B) in professional activities, the motives of the third and fourth groups are of paramount importance, while the first two groups of motives cannot be neglected;
- \$C) managers have always been aware of the need to encourage people to work more efficiently, believing that the function of money is enough for this;
- \$D) motivation through the work itself: give the person an interesting and satisfying job, and the quality of work will be high;
- \$E) the use of money for reward and incentive;

@321.The fourth group of motives is.....

- \$A) active motives (the need for experience, for physical, emotional, creative, intellectual activity);
- \$B) motivation through the work itself: give the person an interesting and satisfying job, and the quality of work will be high;
- \$C) the use of money for reward and incentive;
- \$D) managers have always been aware of the need to encourage people to work more efficiently, believing that the function of money is enough for this;
- \$E) in professional activities, the motives of the third and fourth groups are of paramount importance, while the first two groups of motives cannot be neglected;

@322.What is choleric?

- \$A) - active, energetic, sharp, impetuous, rampant. Usually prone to rapid mood swings, quick-tempered, prone to emotional breakdowns, sometimes aggressive;
- \$B) - active motives (the need for experience, for physical, emotional, creative, intellectual activity);
- \$C) - social motives (desire for contacts, a thirst for power, a thirst for activity);
- \$D) - in professional activities, the motives of the third and fourth groups are of paramount importance, while the first two groups of motives cannot be neglected;
- \$E) - managers have always been aware of the need to encourage people to work more efficiently, believing that the function of money is enough for this;

@323.What is sanguine?

- \$A) - is characterized by high activity, energy, lively movements and a wealth of facial expressions. Quickly responds to surrounding events, relatively painlessly experiencing setbacks and troubles;
- \$B) - quickly responds to surrounding events, relatively painlessly experiencing setbacks and troubles;
- \$C) - it adapts well to new conditions, quickly solves current operational problems, has attention switching, high emotionality, contact, communicativeness;
- \$D) - in professional activities, the motives of the third and fourth groups are of paramount importance, while the first two groups of motives cannot be neglected;
- \$E) - the use of money for reward and incentive;

@324.What is phlegmatic?

- \$A) - is a type of temperament characterized by calm and even mood. Usually slow and prudent. Facial expressions and movements are inexpressive and leisurely;
- \$B) - in professional activities, the motives of the third and fourth groups are of paramount importance, while the first two groups of motives cannot be neglected;
- \$C) - quickly responds to surrounding events, relatively painlessly experiencing setbacks and troubles;

\$D) - active motives (the need for experience, for physical, emotional, creative, intellectual activity);

\$E) - it adapts well to new conditions, quickly solves current operational problems, has attention switching, high emotionality, contact, communicativeness;

@325.What is melancholic?

\$A) - is a type of temperament characterized by a low level of psychological activity, isolation, lack of communication, slow motion, restraint of speech and quick fatigue;

\$B) - in professional activities, the motives of the third and fourth groups are of paramount importance, while the first two groups of motives cannot be neglected;

\$C) - quickly responds to surrounding events, relatively painlessly experiencing setbacks and troubles;

\$D) - active motives (the need for experience, for physical, emotional, creative, intellectual activity);

\$E) - it adapts well to new conditions, quickly solves current operational problems, has attention switching, high emotionality, contact, communicativeness;

@326.What is character?

\$A) character is a complex of stable traits of a person, representing the unity of the individual and the typical in the individual;

\$B) is a type of temperament characterized by a low level of psychological activity, isolation, lack of communication, slow motion, restraint of speech and quick fatigue;

\$C) it adapts well to new conditions, quickly solves current operational problems, has attention switching, high emotionality, contact, communicativeness;

\$D) is characterized by high activity, energy, lively movements and a wealth of facial expressions. Quickly responds to surrounding events, relatively painlessly experiencing setbacks and troubles;

\$E) active motives (the need for experience, for physical, emotional, creative, intellectual activity);

@327.To what temperament does it belong? "Not a minute of rest"

\$A) choleric;

\$B) temporary;

\$C) permanent;

\$D) all answers are correct;

\$E) all answers are incorrect;

@328.To what temperament does it belong? "Trust, but verify"

\$A) sanguine;

\$B) temporary;

\$C) permanent;

- \$D) all answers are correct;
- \$E) all answers are incorrect;

@329.To what temperament does it belong? "Do not rush"

- \$A) phlegmatic;
- \$B) temporary;
- \$C) permanent;
- \$D) all answers are correct;
- \$E) all answers are incorrect;

@330.To what temperament does it belong? "Do not harm"

- \$A) melancholic;
- \$B) temporary;
- \$C) permanent;
- \$D) all answers are correct;
- \$E) all answers are incorrect;

@331.To whom is manifested the combination of stable properties of behavior in the system of relations in subject:

- \$A) to other people;
- \$B) to nature;
- \$C) to animals;
- \$D) to planets;
- \$E) to family;

@332.To whom is manifested the combination of stable properties of behavior in the system of relations in subject:

- \$A) to oneself;
- \$B) to nature;
- \$C) to animals;
- \$D) to planets;
- \$E) to family;

@333.To whom is manifested the combination of stable properties of behavior in the system of relations in subject:

- \$A) to activity;
- \$B) to nature;
- \$C) to animals;
- \$D) to planets;
- \$E) to family;

@334.To whom is manifested the combination of stable properties of behavior in the system of relations in subject:

- \$A) to property;
- \$B) to nature;
- \$C) to animals;
- \$D) to planets;
- \$E) to family;

@335.What are abilities?

- \$A) Abilities are individual psychological characteristics of a person that express his willingness to master certain types of activities and their successful implementation;
- \$B) These are the opportunities for the development of the individual, manifesting themselves every time when new tasks arise that need to be solved;
- \$C) The action of the stimulus is mediated by the human psyche: his feelings, moods, interests, inclinations, views, etc;
- \$D) Ability is repulsive traits include stubbornness and rigidity. Accentuations of character traits include demonstrativeness, a tendency to stick and excitability;
- \$E) Ability is a type of temperament characterized by a low level of psychological activity, isolation, lack of communication, slow motion, restraint of speech and quick fatigue;

@336.What are needs?

- \$A) Natural and social as an expression of a person's needs in certain objects necessary for his physical existence and cultural development;
- \$B) These are the opportunities for the development of the individual, manifesting themselves every time when new tasks arise that need to be solved;
- \$C) The action of the stimulus is mediated by the human psyche: his feelings, moods, interests, inclinations, views, etc;
- \$D) Repulsive traits include stubbornness and rigidity. Accentuations of character traits include demonstrativeness, a tendency to stick and excitability;
- \$E) Ability is a type of temperament characterized by a low level of psychological activity, isolation, lack of communication, slow motion, restraint of speech and quick fatigue;

@337.What are interests?

- \$A) A form of cognitive orientation that affects the choice of a profession, as well as the occupation of a certain position in a team;
- \$B) These are the opportunities for the development of the individual, manifesting themselves every time when new tasks arise that need to be solved;
- \$C) The action of the stimulus is mediated by the human psyche: his feelings, moods, interests, inclinations, views, etc;

\$D) Repulsive traits include stubbornness and rigidity. Accentuations of character traits include demonstrativeness, a tendency to stick and excitability;

\$E) Ability is a type of temperament characterized by a low level of psychological activity, isolation, lack of communication, slow motion, restraint of speech and quick fatigue;

@338.What are ideals?

\$A) - orientation to specific patterns of behavior, standards of professional activity;

\$B) - in professional activities, the motives of the third and fourth groups are of paramount importance, while the first two groups of motives cannot be neglected;

\$C) - quickly responds to surrounding events, relatively painlessly experiencing setbacks and troubles;

\$D) - active motives (the need for experience, for physical, emotional, creative, intellectual activity);

\$E) - it adapts well to new conditions, quickly solves current operational problems, has attention switching, high emotionality, contact, communicativeness;

@339.The motivation regulators are:

\$A) work environment, rewards, security;

\$B) job, beautiful place, bad atmosphere;

\$C) friends, neighbours, celebrations;

\$D) vacation, normal place, negative collective;

\$E) traveling, low salary, vacation;

@340.The main motivators are:

\$A) personal growth, a sense of involvement, interest and challenge;

\$B) job, beautiful place, bad atmosphere;

\$C) friends, neighbours, celebrations;

\$D) vacation, normal place, negative collective, beautiful boss, clothes;

\$E) traveling, low salary, vacation;

@341.Using regulators and motivators, when managing an organization, a leader must adhere to (proceed) two goals:

\$A) To reduce the level of dissatisfaction of subordinates can be due to regulators of motivation;

\$B) To reduce the level of enjoyment of subordinates can be due to regulators of motivation;

\$C) To reduce the salary of subordinates can be due to regulators of motivation;

\$D) To reduce the wages of subordinates can be due to regulators of motivation;

\$E) To reduce work of subordinates can be due to regulators of motivation;

@342.Using regulators and motivators, when managing an organization, a leader must adhere to (proceed) two goals:

- \$A) It is possible to increase the level of job satisfaction by strengthening the main motivators;
- \$B) To reduce the level of enjoyment of subordinates can be due to regulators of motivation;
- \$C) To reduce the salary of subordinates can be due to regulators of motivation;
- \$D) To reduce the wages of subordinates can be due to regulators of motivation;
- \$E) To reduce work of subordinates can be due to regulators of motivation;

@343.Scholars who had theories about motivation?

- \$A) A. Maslow, F. Herzberg, D. Francis and M. Woodcock;
- \$B) Ibn Sino, F. Herzberg, D. Francis and M. Woodcock;
- \$C) A. Rudaki, F. Herzberg, D. Francis and M. Woodcock;
- \$D) S. Ayni, F. Herzberg, D. Francis and M. Woodcock;
- \$E) F. Herzberg, D. Francis, M. Woodcock and M. Tursunzoda;

@344.Saying that a person has a certain character, we thereby reveal:

- \$A) the system of his relationship to reality;
- \$B) the system of his relationship to animals;
- \$C) the system of his relationship to friends;
- \$D) the system of his relationship to birds;
- \$E) the system of his relationship to insects;

@345.Saying that a person has a certain character, we thereby reveal:

- \$A) the usual way of his behavior in a specific situation;
- \$B) the system of his relationship to animals;
- \$C) the system of his relationship to friends;
- \$D) the system of his relationship to birds;
- \$E) the system of his relationship to insects;

@346.How the nature is determined?

- \$A) The nature is determined by a number of features;
- \$B) The planet is determined by a number of features;
- \$C) The nature is determined by a number of people;
- \$D) The planet is determined by a number of people;
- \$E) The nature is determined by amount of its area;

@347.How exactly the genetic foundations of character take shape in real psychological properties depends on:

- \$A) environmental conditions;

- \$B) determined area;
- \$C) governmental position;
- \$D) all answers are correct;
- \$E) all answers are incorrect;

@348.Economic method is:

- \$A) Monetary incentives or punishment in the form of deprivation of bonuses, fines;
- \$B) Convenient workplace, low noise, ergonomics, design, dining room,purity, good physical conditions;
- \$C) To reduce work of subordinates can be due to regulators of motivation;
- \$D) All answers are correct;
- \$E) All answers are incorrect;

@349.Target method is:

- \$A) setting subordinate specific and clear labor goals increases its activity;
- \$B) Convenient workplace, low noise, ergonomics, design, dining room,purity, good physical conditions;
- \$C) To reduce work of subordinates can be due to regulators of motivation;
- \$D) all answers are correct;
- \$E) all answers are incorrect;

@350.Method of expanding and enriching work is:

- \$A) to expand work means to give an employee more work of the same type, while to enrich work he is assigned a "more complex" or "higher order" work, more diverse, significant, independent, etc;
- \$B) Convenient workplace, low noise, ergonomics, design, dining room,purity, good physical conditions;
- \$C) To reduce work of subordinates can be due to regulators of motivation,setting subordinate specific and clear labor goals increases its activity;
- \$D) all answers are correct;
- \$E) all answers are incorrect;

@351.A method of complicity or involvement of employees is:

- \$A) (participatory style) when they participate in joint decision-making, which increases their activity and job satisfaction;
- \$B) to expand work means to give an employee more work of the same type, while to enrich work he is assigned a "more complex" or "higher order" work, more diverse, significant, independent, etc;
- \$C) Convenient workplace, low noise, ergonomics, design, dining room,purity, good physical conditions;

\$D) To reduce work of subordinates can be due to regulators of motivation, setting subordinate specific and clear labor goals increases its activity;

\$E) all answers are correct;

@352. What is "Anxious extrovert"?

\$A) It adapts well to new conditions, quickly solves current operational problems, has attention switching, high emotionality, contact, communicativeness;

\$B) It adapts well to new animals, quickly solves current operational problems, has attention switching, high emotionality, contact, communicativeness;

\$C) It adapts well to new insects, quickly solves current operational problems, has attention switching, high emotionality, contact, communicativeness;

\$D) It adapts well to new birds, quickly solves current operational problems, has attention switching, high emotionality, contact, communicativeness;

\$E) It adapts well to new friends, quickly solves current operational problems, has attention switching, high emotionality, contact, communicativeness;

@353. Who was the founder of "Situationalism"?

\$A) V. Michel;

\$B) I. Nyuton;

\$C) Ibn Sino;

\$D) D. Frederih;

\$E) F. Engels;

@354. What is "Nervous"?

\$A) This character is characterized by strong and erratic emotionality. A nervous person is a slave to the present. He is unstable, prone to cruelty and suspicion, but easily goes to reconciliation;

\$B) This character is characterized by weak and erratic emotionality. A stable person is a slave to the present. He is unstable, prone to cruelty and suspicion, but easily goes to reconciliation;

\$C) This character is characterized by normal and erratic emotionality. A cool person is a slave to the present. He is unstable, prone to cruelty and suspicion, but easily goes to reconciliation;

\$D) This character is characterized by amazing and erratic emotionality. A stable person is a slave to the present. He is unstable, prone to cruelty and suspicion, but easily goes to reconciliation;

\$E) all answers are correct;

@355. What is "Sentimental"?

\$A) A sentimental person is endowed with great sensitivity, a sentimental person experiences his impressions, joys or sorrows for a long time and constantly returns to them;

\$B) A sarcastic person is endowed with great sensitivity, a sentimental person experiences his impressions, joys or sorrows for a long time and constantly returns to them;

\$C) A sentimental person is against great sensitivity, a nervous person experiences his impressions, joys or sorrows for a long time and constantly returns to them;

\$D) all answers are correct;

\$E) all answers are incorrect;

@356.What is "Very active, stormy"?

\$A) Due to its "primacy" this character is distinguished by great strength, courage, enterprise and complete freedom;

\$B) A sarcastic person is endowed with great sensitivity, a sentimental person experiences his impressions, joys or sorrows for a long time and constantly returns to them;

\$C) Due to its "primacy" this character is distinguished by great weakness, discouragement, enterprise and complete freedom;

\$D) all answers are correct;

\$E) all answers are incorrect;

@357.What is " Passionate "?

\$A) A man of this type is given to work with all his unchanging passion. He loves order, his reactions are decisive, but not explosive;

\$B) A sarcastic person is endowed with great sensitivity, a sentimental person experiences his impressions, joys or sorrows for a long time and constantly returns to them;

\$C) A sentimental person is against great sensitivity, a nervous person experiences his impressions, joys or sorrows for a long time and constantly returns to them;

\$D) all answers are correct;

\$E) all answers are incorrect;

@358.What is " Amorphous "?

\$A) An amorphous person is very inert, never does more than what he was told. He readily puts off until tomorrow everything that can be done today. His actions are sometimes devoid of elementary punctuality;

\$B) An amorphous person adapts well to new animals, quickly solves current operational problems, has attention switching, high emotionality, contact, communicativeness;

\$C) It adapts well to new insects, quickly solves current operational problems, has attention switching, high emotionality, contact, communicativeness;

\$D) It adapts well to new birds, quickly solves current operational problems, has attention switching, high emotionality, contact, communicativeness;

\$E) It adapts well to new friends, quickly solves current operational problems, has attention switching, high emotionality, contact, communicativeness;

@359.What is " Apathetic "?

\$A) A person of this type is also indifferent to what he does. He is able to satisfactorily perform daily work that requires a certain order. Always in good spirits, receives a certain pleasure from loneliness;

\$B) An apathetic person adapts well to new animals, quickly solves current operational problems, has attention switching, high emotionality, contact, communicativeness;

\$C) It adapts well to new insects, quickly solves current operational problems, has attention switching, high emotionality, contact, communicativeness;

\$D) It adapts well to new birds, quickly solves current operational problems, has attention switching, high emotionality, contact, communicativeness;

\$E) It adapts well to new friends, quickly solves current operational problems, has attention switching, high emotionality, contact, communicativeness;

@360.A stimulus is:

\$A) an external influence;

\$B) a type of society;

\$C) an idea;

\$D) a type of personality;

\$E) a kind of job;

@361.When did an empirical study of the socio-psychological problems of leadership begin?

\$A) in the 1920s;

\$B) in the 1700s;

\$C) in the 1800s;

\$D) in the 1820s;

\$E) in the 1810s;

@362.What is manager?

\$A) Manager (from the English, manage - "management") - a specialist in management;

\$B) Manager (from the English, manage - "management") - a specialist in medicine;

\$C) Manager (from the English, manage - "management") - a specialist in studies;

\$D) Manager (from the English, manage - "management") - a specialist in law;

\$E) Manager (from the English, manage - "management") - a specialist in policy;

@363.The theoretical foundations of management were laid by:

- \$A) G. Town;
- \$B) I. Nyuton;
- \$C) Ibn Sino;
- \$D) D. Frederih;
- \$E) F. Engels;

@364.Report on theme “An engineer as an economist” was presented at the annual meeting of the American Society of Mechanical Engineers by:

- \$A) G. Town;
- \$B) I. Nyuton;
- \$C) Ibn Sino;
- \$D) D. Frederih;
- \$E) F. Engels;

@365.When was a report of “An engineer as an economist” by G.Town presented?

- \$A) in 1886;
- \$B) in 1786;
- \$C) in 1700;
- \$D) in 1750;
- \$E) in 1799;

@366.How many features did R.L. Krichevsky distinguish between leader and manager?

- \$A) 3 features;
- \$B) 4 features;
- \$C) 5 features;
- \$D) 6 features;
- \$E) 7 features;

@367.Which feature R.L. Krichevsky distinguishes between leader and manager?

- \$A) the leader and the manager play the role of coordinators, organizers of members of the social group;
- \$B) the leader and leader play the role of coordinators, organizers of members of the social group;
- \$C) the leader and teacher play the role of coordinators, organizers of members of the social group;
- \$D) the teacher and leader play the role of coordinators, organizers of members of the social group;

\$E) the manager and manager play the role of coordinators, organizers of members of the social group;

@368. Which feature R.L. Krichevsky distinguishes between leader and manager?

\$A) both the leader and the manager exercise social influence in the team, only by different means;

\$B) both the leader and the leader exercise social influence in the team, only by different means;

\$C) both the manager and the manager exercise social influence in the team, only by different means;

\$D) the teacher and leader play the role of coordinators, organizers of members of the social group;

\$E) the manager and manager play the role of coordinators, organizers of members of the social group;

@369. Which feature R.L. Krichevsky distinguishes between leader and manager?

\$A) both the leader and the leader use subordinate relations, although in the first case they are clearly regulated, in the second they are not foreseen in advance;

\$B) both the leader and the leader exercise social influence in the team, only by different means;

\$C) both the manager and the manager exercise social influence in the team, only by different means;

\$D) the teacher and leader play the role of coordinators, organizers of members of the social group;

\$E) the manager and manager play the role of coordinators, organizers of members of the social group;

@370. Based on the research of the American psychologist M. Shaw, the domestic scientist R.L. Krichevsky in a generalized portrait of the head includes:

\$A) abilities;

\$B) possibilities;

\$C) chances;

\$D) opportunities;

\$E) all answers are correct;

@371. Based on the research of the American psychologist M. Shaw, the domestic scientist R.L. Krichevsky in a generalized portrait of the head includes:

\$A) biographical characteristics;

\$B) possibilities;

\$C) chances;

\$D) opportunities;

\$E) all answers are correct;

@372. Based on the research of the American psychologist M. Shaw, the domestic scientist R.L. Krichevsky in a generalized portrait of the head includes:

\$A) personal traits;

\$B) possibilities;

\$C) chances;

\$D) opportunities;

\$E) all answers are correct;

@373. The average age of the presidents of large Japanese companies was?

\$A) 63,5 years old;

\$B) 60 years old;

\$C) 59 years old;

\$D) 61 years old;

\$E) 55 years old;

@374. The optimal terms for assuming the position of manager in Japan are?

\$A) from 30 to 50 years or more;

\$B) from 25 to 35 years or less;

\$C) from 35 to 45 years or more;

\$D) from 55 to 70 years or more;

\$E) from 45 to 30 years or less;

@375. " Manager's Career " whose book is it?

\$A) Lee Iaccoca;

\$B) I.Nyuton;

\$C) Ibn Sino;

\$D) D.Frederih;

\$E) F.Engels;

@376. What is the name of Lee Iaccoca's book?

\$A) Manager's Career;

\$B) Teacher's Life;

\$C) Businessman's Story;

\$D) Typical Day;

\$E) Easy Life;

@377. What is " Imitation "?

\$A) Imitation is a conscious or unconscious reproduction by an individual of a model of behavior and experience of other people (in particular, manners, movements, actions, etc;

\$B) An imitation person adapts well to new animals, quickly solves current operational problems, has attention switching, high emotionality, contact, communicativeness;

\$C) Imitation adapts well to new insects, quickly solves current operational problems, has attention switching, high emotionality, contact, communicativeness;

\$D) It adapts well to new birds, quickly solves current operational problems, has attention switching, high emotionality, contact, communicativeness;

\$E) It adapts well to new friends, quickly solves current operational problems, has attention switching, high emotionality, contact, communicativeness;

@378.What is " Suggestion "?

\$A) Suggestion is the process of an individual unconsciously reproducing internal experience, thoughts, feelings and mental states of those people with whom he interacts;

\$B) A suggestion adapts well to new animals, quickly solves current operational problems, has attention switching, high emotionality, contact, communicativeness;

\$C) Suggestion adapts well to new insects, quickly solves current operational problems, has attention switching, high emotionality, contact, communicativeness;

\$D) It adapts well to new birds, quickly solves current operational problems, has attention switching, high emotionality, contact, communicativeness;

\$E) It adapts well to new friends, quickly solves current operational problems, has attention switching, high emotionality, contact, communicativeness;

@379.What is " Conformity "?

\$A) Conformity - compliance with the influence of the group, manifested in a change in the behavior and attitudes of the individual in accordance with the position of the majority that was not initially divided by him;

\$B) A conformity adapts well to new animals, quickly solves current operational problems, has attention switching, high emotionality, contact, communicativeness;

\$C) Conformity adapts well to new insects, quickly solves current operational problems, has attention switching, high emotionality, contact, communicativeness;

\$D) It adapts well to new birds, quickly solves current operational problems, has attention switching, high emotionality, contact, communicativeness;

\$E) It adapts well to new friends, quickly solves current operational problems, has attention switching, high emotionality, contact, communicativeness;

@380.What is " social facilitation "?

\$A) Social facilitation is a stimulating effect of the behavior of some people on the activities of others, as a result of which their activities are more intensive;

\$B) Social justice is a stimulating effect of the behavior of some people on the activities of others, as a result of which their activities are more intensive;

\$C) Social science is a stimulating effect of the behavior of some people on the activities of others, as a result of which their activities are more intensive;

\$D) Social school is a stimulating effect of the behavior of some people on the activities of others, as a result of which their activities are more intensive;

\$E) Social community is a stimulating effect of the behavior of some people on the activities of others, as a result of which their activities are more intensive;

@381.What is " Identification "?

\$A) is the identification of an individual with individuals or groups, which allows them to assimilate the various norms, attitudes and forms of behavior inherent in them;

\$B) adapts well to new animals, quickly solves current operational problems, has attention switching, high emotionality, contact, communicativeness;

\$C) adapts well to new insects, quickly solves current operational problems, has attention switching, high emotionality, contact, communicativeness;

\$D) it adapts well to new birds, quickly solves current operational problems, has attention switching, high emotionality, contact, communicativeness;

\$E) identification adapts well to new friends, quickly solves current operational problems, has attention switching, high emotionality, contact, communicativeness;

@382.What is " hyperthymic "?

\$A) excessive contact, talkativeness, severity of gestures, facial expressions;

\$B) excessive phone number, talkativeness, severity of gestures, facial expressions;

\$C) excessive friends, talkativeness, severity of gestures, facial expressions;

\$D) excessive contact, friendly, severity of gestures, facial expressions;

\$E) excessive birds, talkativeness, severity of gestures, facial expressions;

@383.What is " dysthymic "?

\$A) dysthymic - low contact, pessimism. People of this type rarely come into conflict with others;

\$B) dysthymic - low contact, pessimism, optimism. People of this type rarely come into conflict with others;

\$C) dysthymic- low contact, pessimism, high energy, optimism. People of this type rarely come into conflict with others;

\$D) dysthymic- low contact, pessimism, high energy, optimism. People of this type rarely come into conflict with others;

\$E) all answers are correct;

@384.What is " cycloid "?

\$A) cycloid - frequent periodic mood swings. In a period of heightened mood, people of this type are sociable, and in times of depression - are closed;

\$B) cycloid - low contact, pessimism. People of this type rarely come into conflict with others;

\$C) cycloid - low contact, pessimism, optimism. People of this type rarely come into conflict with others;

\$D) cycloid- low contact, pessimism, high energy, optimism. People of this type rarely come into conflict with others;

\$E) cycloid- low contact, pessimism, high energy, optimism. People of this type rarely come into conflict with others;

@385.What is " excitable "?

\$A) excitable - low contact in communication, slow reaction. People of this type are gloomy, prone to conflicts, in which they themselves are an active, provocative side;

\$B) excitable - low contact, pessimism. People of this type rarely come into conflict with others;

\$C) excitable - low contact, pessimism, optimism. People of this type rarely come into conflict with others;

\$D) excitable- low contact, pessimism, high energy, optimism. People of this type rarely come into conflict with others;

\$E) excitable- low contact, pessimism, high energy, optimism. People of this type rarely come into conflict with others;

@386.What is " stuck "?

\$A) stuck - moderate sociability, taciturnity, a tendency to moralizing. People of this type initiate conflicts;

\$B) stuck is a stimulating effect of the behavior of some people on the activities of others, as a result of which their activities are more intensive;

\$C) stuck is a stimulating pains of the behavior of some people on the activities of others, as a result of which their activities are more intensive;

\$D) stuck is a stimulating fight of the behavior of some people on the activities of others, as a result of which their activities are more intensive;

\$E) stuck is a stimulating effort of the behavior of some people on the activities of others, as a result of which their activities are more intensive;

@387.What is " pedantic "?

\$A) pedantic - in rare conflicts acts as a passive side. People of this type make many formal demands on others, willingly give up leadership to others, and make excessive claims to accuracy;

\$B) pedantic - low contact, pessimism, optimism. People of this type rarely come into conflict with others;

\$C) pedantic is a stimulating pains of the behavior of some people on the activities of others, as a result of which their activities are more intensive;

\$D) it adapts well to new birds, quickly solves current operational problems, has attention switching, high emotionality, contact, communicativeness;

\$E) all answers are incorrect;

@388.What is " anxious "?

\$A) anxious - low contact, timidity, self-doubt, pessimism. People of this type are self-critical, executive, friendly, often serve as scapegoats, targets for jokes;

\$B) anxious- low contact, pessimism, optimism. People of this type rarely come into conflict with others;

\$C) anxious is a stimulating pains of the behavior of some people on the activities of others, as a result of which their activities are more intensive;

\$D) it adapts well to new birds, quickly solves current operational problems, has attention switching, high emotionality, contact, communicativeness;

\$E) all answers are incorrect;

@389.What is " emotive "?

\$A) emotive - communication in a narrow circle of the elect, with whom good contacts are established. People of this type are practically non-conflict, carry grievances in themselves;

\$B) emotive - low contact, pessimism, optimism. People of this type rarely come into conflict with others;

\$C) emotive is a stimulating pains of the behavior of some people on the activities of others, as a result of which their activities are more intensive;

\$D) it adapts well to new birds, quickly solves current operational problems, has attention switching, high emotionality, contact, communicativeness;

\$E) all answers are incorrect;

@390.What is " demonstrative "?

\$A) demonstrative - excessive ease of establishing contacts, thirst for praise, desire for leadership, power;

\$B) demonstrative- low contact, pessimism, optimism. People of this type rarely come into conflict with others;

\$C) demonstrative is a stimulating pains of the behavior of some people on the activities of others, as a result of which their activities are more intensive;

\$D) it adapts well to new birds, quickly solves current operational problems, has attention switching, high emotionality, contact, communicativeness;

\$E) all answers are incorrect;

@391.What is " exalted "?

\$A) exalted - high contact, talkativeness, amorousness. People of this type are debaters who do not bring matters to open conflicts;

\$B) exalted- low contact, pessimism, optimism. People of this type rarely come into conflict with others;

\$C) exalted is a stimulating pains of the behavior of some people on the activities of others, as a result of which their activities are more intensive;

\$D) it adapts well to new birds, quickly solves current operational problems, has attention switching, high emotionality, contact, communicativeness;

\$E) all answers are incorrect;

@392.What is "extraverted "?

\$A) extraverted - high contact, talkativeness to talkativeness. People of this type usually play a passive role in conflicts;

\$B) extraverted - low contact, pessimism, optimism. People of this type rarely come into conflict with others;

\$C) extraverted is a stimulating pains of the behavior of some people on the activities of others, as a result of which their activities are more intensive;

\$D) it adapts well to new birds, quickly solves current operational problems, has attention switching, high emotionality, contact, communicativeness;

\$E) all answers are incorrect;

@393.What is " introverted "?

\$A) introverted low contact, isolation, isolation from reality, a tendency to loneliness. People of this type rarely conflict and only with unceremonious interference in their personal lives;

\$B) an introverted adapts well to new animals, quickly solves current operational problems, has attention switching, high emotionality, contact, communicativeness;

\$C) introverted adapts well to new insects, quickly solves current operational problems, has attention switching, high emotionality, contact, communicativeness;

\$D) It adapts well to new birds, quickly solves current operational problems, has attention switching, high emotionality, contact, communicativeness;

\$E) It adapts well to new friends, quickly solves current operational problems, has attention switching, high emotionality, contact, communicativeness;

@394.Potential is:

\$A) Potential - these are the opportunities for the development of the individual, manifesting themselves every time when new tasks arise that need to be solved;

\$B) Potential - these are the friends for the development of the individual, manifesting themselves every time when new tasks arise that need to be solved;

\$C) Potential - these are the societies for the development of the individual, manifesting themselves every time when new tasks arise that need to be solved;

\$D) Potential - these are the countries for the development of the individual, manifesting themselves every time when new tasks arise that need to be solved;

\$E) Potential - these are the people for the development of the individual, manifesting themselves every time when new tasks arise that need to be solved;

@395.What is the scheme of activity?

\$A) Scheme of activity is "motive - goal - action";

\$B) Scheme of activity is "goal- goal - action";

\$C) Scheme of activity is "motive- goal - motive";

\$D) Scheme of activity is "motive- motive- action";

\$E) Scheme of activity is "goal- action- action";

@396.Point the main approach to choosing a motivational strategy:

\$A) Incentive and punishment;

\$B) Incentive and incentive;

\$C) Punishment and punishment;

\$D) Day and punishment;

\$E) Book and punishment;

@397.Point the main approach to choosing a motivational strategy:

\$A) Motivation through the work itself;

\$B) Laugh through the work itself;

\$C) Work through the work itself;

\$D) Walk through the work itself;

\$E) Dance through the work itself;

@398.Point the main approach to choosing a motivational strategy:

\$A) Systematic communication with the manager;

\$B) Laugh through the work itself;

\$C) Mean communication with the manager;

\$D) Walk through the work itself;

\$E) Dance through the work itself;

@399.Money is:

\$A) Money as a salary or other forms of reward is an obvious form of reward;

\$B) Paper as a salary or other forms of reward is an obvious form of reward;

\$C) Food as a salary or other forms of reward is an obvious form of reward;

\$D) Candy as a salary or other forms of reward is an obvious form of reward;

\$E) It is as a punishment or other forms of reward is an obvious form of reward;

@400. In order to effectively use money as a motivator and to avoid their impact as a demotivator, we should:

\$A) - pay a competitive salary to attract and retain specialists;

\$B) - not to give a competitive salary to attract and retain specialists;

\$C) - take a competitive salary to attract and retain specialists;

\$D) - steal a competitive salary to attract and retain specialists;

\$E) - avoid a competitive salary to attract and retain specialists;