

## History Quiz

1. According to Adam Smith, division of labor was an important concept.
2. The division of labor is also referred to by the term *job specification*.
3. In the Industrial Revolution, machine power began substituting for human power.
4. The Industrial Revolution began in the nineteenth century.
5. “Employee motivation” is the phrase most associated with scientific management.
6. The primary issue that motivated Taylor to create a more scientific approach to management was worker satisfaction.
7. Gilbreth is best known for “the one best way.”
8. Henri Fayol was among the first researchers to use motion pictures to study hand-and-body motions.
9. Frederick Taylor is most associated with the principles of scientific management.
10. Henri Fayol identified five functions of managers: planning, organizing, commanding, coordinating, and controlling.
11. According to Fayol, centralization refers to the degree of which subordinates are involved in decision making.
12. An organization that has a division of labor, a clearly defined hierarchy, detailed rules, and impersonal relationships would be described as a bureaucracy.
13. Concern for employee productivity is most closely associated with the human resources approach.
14. The most important contribution to the field of organizational behavior came from studies conducted by the University of Michigan.
15. In Douglas McGregor’s two sets of assumptions, Theory X presents a negative view of people while Theory Y presents a positive view.
16. Behavioral science theorists allowed their personal beliefs to influence their work.
17. The quantitative approach to management has also been labeled process research.
18. Linear programming is a technique that managers use to improve resource allocation decisions.
19. The human resources approach began, in part, as a backlash against the classical view that treated employees as machines.
20. The contingency approach assumes that there are four variables that affect management principles and activities.