

Fundamentals of Power and Authority in Management

Management · Answer Key · 23 Questions

1. What is defined as one of the means to influence others for getting results?

- A) Authority
- B) Power**
- C) Leadership
- D) Motivation

2. Power is described as the potential to change another person's attitudes or behavior, not the act of changing them. Is this statement true or false?

- A) True**
- B) False

3. Which of the following is NOT a possible response along the power relationship continuum?

- A) Commitment
- B) Indifference**
- C) Obedience
- D) Resistance

4. When a person succumbs to influence though they would rather not, this is referred to as:

- A) Compliance
- B) Conformity
- C) Obedience**
- D) Commitment

5. Compliance with influence occurs because a person expects to be rewarded or punished. What is this response called?

- A) Obedience
- B) Conformity
- C) Commitment
- D) Compliance**

6. Conformity to influence occurs when people desire to be in the:

- A) Minority
- B) Mainstream**
- C) Opposition
- D) Leadership

7. The most desirable outcome when using power, characterized by an enthusiastic release of energy, is:

- A) Compliance
- B) Conformity
- C) Commitment**
- D) Obedience

8. According to the text, there is no direct relationship between the power exercised by an individual and their:

- A) Skills
- B) Experience
- C) Position or role**
- D) Personal traits

9. People who can withstand and cope with uncertainty in organizations tend to have:

- A) Less power
- B) More power**
- C) Equal power
- D) No power

10. What are the two faces of power mentioned in the text?

- A) Active and Passive
- B) Direct and Indirect
- C) Positive and Negative**
- D) Formal and Informal

11. Positive power is characterized by a concern for:

- A) Individual goals
- B) Group goals**
- C) Personal gain
- D) Competitor's weakness

12. Negative power is usually expressed in terms of dominance-submission transactions, often summarized as:

- A) If you win, I win.
- B) If I win, you lose.**
- C) We both win.
- D) We both lose.

13. What are the two main types of power discussed?

- A) Direct and Indirect
- B) Formal and Personal**
- C) Legitimate and Expert
- D) Coercive and Reward

14. Formal power is based on an individual's _____ in an organization.

- A) Expertise
- B) Charisma
- C) Position**
- D) Network

15. Which type of formal power depends on the fear of negative results or the threat of punishment?

- A) Reward power
- B) Legitimate power
- C) Coercive power**
- D) Referent power

16. Reward power is the opposite of coercive power and produces:

- A) Negative benefits
- B) Neutral outcomes
- C) Positive benefits**
- D) Unpredictable results

17. Legitimate power represents the formal authority to control organizational resources based on:

- A) Personal traits
- B) Expertise
- C) Structural position**
- D) Social influence

18. Personal power comes from an individual's unique characteristics, primarily:

- A) Formal authority and rewards
- B) Expertise and admiration**
- C) Position and influence
- D) Coercion and persuasion

19. Expert power occurs as a result of one's:

- A) Position in the hierarchy
- B) Ability to reward others

C) Expertise or special skills/knowledge

- D) Admiration from others

20. Referent power is based on identification with a person who has desirable resources or:

- A) Formal authority
- B) Coercive capabilities

C) Personal traits

- D) Organizational position

21. Which power tactic involves relying on your authority position or organizational policies?

- A) Rational persuasion
- B) Inspirational appeals

C) Legitimacies

- D) Exchange

22. Presenting logical arguments and factual evidence to demonstrate a request is reasonable is known as:

- A) Legitimacies

B) Rational persuasion

- C) Personal appeals
- D) Coalitions

23. Developing emotional commitment by appealing to a target's values, needs, and aspirations is called:

A) Inspirational appeals

- B) Consultation
- C) Exchange
- D) Ingratiation