

Date: 05/01/2025
Module: English
Major: Work and Organization

Level: MA1
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Homework Assignment

Answers

Select the correct answer. (20pts)

1. Which of the following statements best reflects Emile Durkheim's perspective on the division of labor in modern societies? (2pts)
 - a. The division of labor creates alienation as workers are disconnected from the products of their labor and each other.
 - b. The division of labor fosters organic solidarity by increasing interdependence among individuals with specialized roles.
 - c. The division of labor undermines social cohesion by reinforcing class-based inequalities and exploitation.
 - d. The division of labor is a purely economic phenomenon that does not influence social relationships or structures.
2. Which of the following statements best distinguishes Contingency Theory from Systems Theory in the context of organizational structures? (2pts)
 - a. Contingency Theory assumes that no single organizational structure is universally effective, while Systems Theory emphasizes the interdependence of subsystems within an organization.
 - b. Systems Theory focuses exclusively on environmental factors affecting organizations, whereas Contingency Theory considers technological factors as the primary driver.
 - c. Contingency Theory prioritizes hierarchical structures, while Systems Theory promotes flat, networked organizational designs.
 - d. Systems Theory asserts that organizations must adapt to their external environment, while Contingency Theory views organizations as closed systems focused on internal optimization.
3. In an organization, a department manager consistently motivates their team by setting challenging goals, rewarding high performance with bonuses, and occasionally leveraging their deep technical knowledge to resolve conflicts. Which of the following combinations of power types best describes the manager's approach? (2pts)
 - a. Legitimate power, coercive power, and referent power.
 - b. Reward power, expert power, and coercive power.
 - c. Reward power, expert power, and referent power.
 - d. Legitimate power, expert power, and reward power.

4. Which of the following best illustrates the concept of role engulfment as it pertains to work and identity? (2pts)
- a. A professional athlete retiring and feeling a loss of self-worth due to no longer being in the spotlight.
 - b. An individual balancing multiple roles, such as being a teacher, parent, and community leader, without over-identifying with any one role.
 - c. A software engineer continuously learning new skills to adapt to changing technological demands in the workplace.
 - d. A person choosing a career that aligns with their hobbies and personal interests to achieve greater work-life harmony.
5. Which of the following best describes the paradoxical relationship between labor market flexibility and precarious work in modern economies? (2pts)
- a. Labor market flexibility universally reduces unemployment rates while improving job security for all workers.
 - b. Increased labor market flexibility often leads to higher economic efficiency but disproportionately increases job insecurity for workers in vulnerable positions.
 - c. Labor market flexibility is primarily a concern in developing economies and has negligible effects on workers in developed economies.
 - d. Precarious work is an outcome of excessive regulation in labor markets, which stifles flexibility and economic growth.
6. Which of the following concepts best describes the phenomenon where women are often hired into leadership roles during periods of crisis, increasing the likelihood of failure due to organizational instability? (2pts)
- a. Glass Ceiling.
 - b. Glass Cliff.
 - c. Sticky Floor.
 - d. Mommy Track.
7. Which of the following best exemplifies systemic discrimination in the workplace? (2pts)
- a. A hiring manager unconsciously prefers candidates who share their cultural background.
 - b. A company has policies that unintentionally exclude employees with certain religious practices.
 - c. An employee experiences frequent microaggressions from coworkers.
 - d. A supervisor consistently gives lower performance ratings to employees from a specific racial group.
8. Which of the following best describes the "paradox of automation"? (2pts)
- a. Automation consistently creates more jobs than it replaces in the long term.
 - b. The more efficient automated systems become, the more critical human oversight becomes.
 - c. Automated systems reduce the need for human labor, but only in low-skill occupations.
 - d. As automation increases productivity, wages across industries rise proportionally.

9. Which of the following scenarios best demonstrates a proactive approach to achieving work-life balance while fostering long-term well-being? *(2pts)*
- a. Allocating all free time to professional development activities to ensure career advancement.
 - b. Prioritizing personal commitments over professional deadlines, regardless of the situation.
 - c. Scheduling work tasks during dedicated work hours and setting aside non-negotiable time for personal activities, even during high-stress periods.
 - d. Using weekends exclusively for relaxation and avoiding any form of planning or productivity activities.
10. Which of the following best describes the most significant challenge organizations face in adopting advanced technologies like AI and automation in the context of the future of work? *(2pts)*
- a. High initial investment costs in technology infrastructure.
 - b. Resistance from employees due to fear of job displacement.
 - c. The ethical complexities of algorithmic bias and privacy concerns.
 - d. Difficulty in aligning technological advancements with workforce reskilling and organizational strategies.