

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

Level: MA2
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Homework Assignment

Answers

Select the correct answer. (20pts)

1. Which of the following best describes the relationship between the rise of the gig economy and the decline of traditional labor unions in capitalist economies? (2pts)
 - a. The growth of the gig economy has led to a significant increase in union membership, as gig workers seek collective bargaining power to secure better wages and working conditions.
 - b. The rise of the gig economy has contributed to the weakening of traditional labor unions by fragmenting the workforce into independent contractors, making collective action and bargaining more difficult.
 - c. Labor unions have successfully adapted to the gig economy by offering gig workers the same protections and benefits as full-time employees, ensuring continuity in workers' rights.
 - d. The gig economy and labor unions are mutually exclusive phenomena, with the rise of one leading to the complete disappearance of the other in capitalist economies.
2. Which of the following organizational theories emphasizes that there is no universally "best" structure, and the most effective organizational design depends on various internal and external factors? (2pts)
 - a. Classical Organizational Theory.
 - b. Human Relations Theory.
 - c. Systems Theory.
 - d. Contingency Theory.
3. Which of the following best describes the concept of "digital Taylorism" in the context of automation and work? (2pts)
 - a. The application of data analytics to optimize labor markets by matching workers with jobs based on real-time performance data.
 - b. The use of surveillance technologies to monitor and control workers' behaviors, making their tasks more fragmented and standardized, akin to the scientific management practices of the early 20th century.

- c. The creation of flexible and decentralized work environments where workers are empowered to manage their own schedules and productivity without oversight.
 - d. The development of artificial intelligence systems that autonomously make decisions regarding employee promotions, pay raises, and performance evaluations.
4. Which of the following statements best explains the relationship between globalization, wage inequality, and the gig economy? *(2pts)*
- a. Globalization has no significant impact on wage inequality as it primarily promotes local employment, and the gig economy only affects high-income countries.
 - b. The gig economy, which is driven by technological advancements and globalization, contributes to wage inequality by providing low-wage, precarious work opportunities that primarily benefit multinational corporations.
 - c. Globalization reduces wage inequality by creating job opportunities in developing countries, while the gig economy has no significant effect on labor markets.
 - d. The gig economy and wage inequality are entirely separate phenomena, with globalization solely affecting traditional employment structures in high-income countries.
5. Which of the following best explains the concept of "intersectionality" in the context of gender, race, and work? *(2pts)*
- a. Intersectionality refers to the idea that gender and race are the primary factors determining one's job performance.
 - b. Intersectionality is the recognition that individuals' experiences in the workplace are shaped by the overlapping and interconnected nature of multiple social identities, including gender, race, class, and more.
 - c. Intersectionality means that gender and race are mutually exclusive categories that should be considered separately when analyzing workplace inequalities.
 - d. Intersectionality suggests that race and gender inequalities in the workplace can be addressed by focusing solely on one factor at a time.
6. In the context of organizational dynamics, which of the following best exemplifies the concept of covert resistance and its potential impact on organizational behavior? *(2pts)*
- a. A group of employees stages a formal protest against new management policies, publicly voicing their opposition.
 - b. An employee quietly undermines a new process by intentionally failing to follow steps, causing inefficiency without openly confronting leadership.
 - c. A team of workers presents a formal proposal to change the organizational structure, highlighting flaws in current practices.

- d. A manager uses their legitimate power to implement a new rule, but the employees publicly express their approval and comply without objection.
7. Which of the following is the most accurate description of a "Market Culture" within an organization, considering its impact on employee behavior, leadership, and organizational outcomes? (2pts)
- a. A culture that prioritizes stability, control, and adherence to formalized procedures, where leadership is hierarchical and focuses on maintaining order.
 - b. A culture that emphasizes innovation, risk-taking, and adaptability, with leadership that fosters creativity and challenges the status quo.
 - c. A culture that focuses on competition, goal achievement, and market success, where leadership is results-driven and highly focused on external performance metrics.
 - d. A culture that fosters collaboration, employee well-being, and inclusiveness, with leadership that encourages shared decision-making and teamwork.
8. Which of the following statements most accurately captures the relationship between precarity, informality, and new forms of work in the context of contemporary labor markets? (2pts)
- a. Precarity is only present in informal labor markets, as informal workers are more likely to face job insecurity and low wages, while new forms of work primarily offer stability through digital platforms.
 - b. Informality has decreased as new forms of work, such as gig and remote work, provide more regulation and protection for workers, thus reducing the prevalence of precarious employment.
 - c. Precarity, informality, and new forms of work are interconnected, with the rise of gig economy jobs and platform-based employment contributing to increased job insecurity, a lack of formal protections, and a fragmented labor market.
 - d. New forms of work, like remote and gig jobs, are inherently more stable than traditional employment, as they offer workers greater autonomy and benefits, making informality and precarity obsolete.
9. Which of the following statements best explains the concept of "job crafting" and its impact on employee well-being? (2pts)
- a. Job crafting refers to an employee's ability to change the physical environment of their workspace, and its impact is limited to physical health improvements.
 - b. Job crafting involves altering the tasks, relationships, and perceptions of one's job to align with personal strengths and values, leading to increased engagement and reduced burnout.

- c. Job crafting is the process by which leaders assign tasks to employees based on their preferences, which directly results in a fixed work schedule.
 - d. Job crafting is the strategy of reducing job complexity to improve efficiency, and it only benefits employees who have high levels of job security.
10. Which of the following best describes the relationship between organizational change and innovation, considering both their interdependence and the challenges in their implementation? (2pts)
- a. Organizational change is primarily a reactive process driven by external factors, while innovation is an entirely proactive process driven by internal goals; innovation rarely requires significant organizational change.
 - b. Organizational change and innovation are mutually exclusive; an organization must first focus on change before attempting innovation, as the latter often disrupts existing structures.
 - c. Organizational change creates the environment necessary for innovation, and innovation often drives the need for further organizational change, with both processes requiring strong leadership and alignment with strategic goals.
 - d. Organizational change can be implemented successfully without any focus on innovation, as innovation primarily concerns new product development and has little bearing on organizational processes.

Best of Luck!