DLMWPWKP01\_E\_Unit01\_Question01

What is psychology?

* Psychology is the scientific study of the human mind, behavior, and experience. (1 Pts)
* Psychology is the systematic study of the nature of the material. (0 Pts)
* Psychology focuses on the structure of living organisms. (0 Pts)
* Psychology concerns the formulation and implementation of organizations. (0 Pts)

DLMWPWKP01\_E\_Unit01\_Question02

If a keyword in the statement of an examination item gives you a clue to the answer, it is ...

* … priming. (1 Pts)
* … coding. (0 Pts)
* … schema. (0 Pts)
* … stimulus. (0 Pts)

DLMWPWKP01\_E\_Unit01\_Question03

What do psychologists mean by the concept of long-term memory (LTM)?

* LTM is a relatively permanent store of mostly meaningful information. (1 Pts)
* LTM is said to have limited storage capacity. (0 Pts)
* LTM can hold a substantial amount of information without forgetting. (0 Pts)
* LTM is also called working memory. (0 Pts)

DLMWPWKP01\_E\_Unit01\_Question04

According to the information-processing model of memory, which of the following are the three types of human memory?

* sensory, short-term, and long-term (1 Pts)
* perceptual, working, and life-long (0 Pts)
* schema, chunking, and consolidation (0 Pts)
* sensory store, semantic, and episodic (0 Pts)

DLMWPWKP01\_E\_Unit01\_Question05

If you have the urge to pass a test, what would you be least likely to do during the preparation?

* split attention (1 Pts)
* set a specific goal (0 Pts)
* set a difficult but attainable goal (0 Pts)
* follow Ebbinghaus’ approach to improving memory (0 Pts)

DLMWPWKP01\_E\_Unit02\_Question01

When trying to help people quit smoking, psychologists suggest that smokers imagine an association between a sick lung and a smoking habit. In this example, which theory do psychologists use to change people’s health-related behaviors?

* operant conditioning (1 Pts)
* attribution theory (0 Pts)
* goal-setting theory (0 Pts)
* classical conditioning (0 Pts)

DLMWPWKP01\_E\_Unit02\_Question02

From the perspective of constructivists, what is human learning?

* Learning is a knowledge construction process that learners actively build themselves. (1 Pts)
* Learning is an interactive process of individuals and the social environment. (0 Pts)
* Learning is the shaping of responses from social context. (0 Pts)
* Learning is a process of direct observation and the formation of long-term memory. (0 Pts)

DLMWPWKP01\_E\_Unit02\_Question03

Where does the need to see yourself as competent and effective, and to do what is necessary to earn the social approval, fit in Maslow's hierarchy?

* esteem needs (1 Pts)
* safety needs (0 Pts)
* social and love needs (0 Pts)
* self-actualization needs (0 Pts)

DLMWPWKP01\_E\_Unit02\_Question04

According to the self-determination theory (SDT) given by Ryan and Deci, which of the following statements about motivation is correct?

* People who enjoy learning new things are intrinsically motivated. (1 Pts)
* People are motivated by short-term and long-term motivation. (0 Pts)
* In general, all people are more likely to be motivated by intrinsic forces. (0 Pts)
* People’s motivation to grow and develop happens automatically. (0 Pts)

DLMWPWKP01\_E\_Unit02\_Question05

From the perspective of psychology, which of the following statements about basic human emotions is incorrect?

* The emergence of human emotions does not require a trigger. (1 Pts)
* The feeling of disgust is one of the six basic human emotions. (0 Pts)
* Human emotions play a central role in the evolution of consciousness. (0 Pts)
* People from diverse cultures reach an agreement on basic emotions. (0 Pts)

DLMWPWKP01\_E\_Unit03\_Question01

Suppose you think that someone does not like you and you act with hostility toward them. This personal bias can be explained by the theory of ...

* … self-fulfilling prophecy. (1 Pts)
* … self-esteem. (0 Pts)
* … goal setting. (0 Pts)
* … external attribution. (0 Pts)

DLMWPWKP01\_E\_Unit03\_Question02

As human beings, our need to be accepted and liked is due to …

* … normative social influence. (1 Pts)
* … informational social influence (0 Pts)
* … influence of social categorization. (0 Pts)
* … influence of mass media. (0 Pts)

DLMWPWKP01\_E\_Unit03\_Question03

Which of the following principles can promote prosocial behavior?

* social exchange (1 Pts)
* social comparison (0 Pts)
* groupthink (0 Pts)
* automatic thinking (0 Pts)

DLMWPWKP01\_E\_Unit03\_Question04

Consider two university students who both received poor grades on their first statistics test. Student A says, “I will study harder and prepare better for the next test.” Student B says, “I am not smart enough to pass the test.” How does student A explain why a negative event occurred?

* internal attribution (1 Pts)
* external attribution (0 Pts)
* stable attribution (0 Pts)
* global attribution (0 Pts)

DLMWPWKP01\_E\_Unit03\_Question05

You witness a traffic accident involving a bike. As a doctor, you can give immediate first aid to the injured biker. In addition, you also ask someone to call an ambulance. Why is it necessary to directly assign specific responsibility in an emergency?

* to avoid the bystander effect (1 Pts)
* to avoid the effect of a self-fulfilling prophecy (0 Pts)
* to avoid the halo-effect (0 Pts)
* to avoid the effect of learned helplessness (0 Pts)

DLMWPWKP01\_E\_Unit04\_Question01

What are the main research interests of industrial-organizational (I-0) psychologists?

* They focus on human nature at work and explore the solutions to practical problems in the workplace. (1 Pts)
* They focus on the measurement of employee intelligence, personality, and interests. (0 Pts)
* They focus on the sensation and perception of individual employees in organizations. (0 Pts)
* They focus on the influence of groups and other environmental conditions on employee behavior. (0 Pts)

DLMWPWKP01\_E\_Unit04\_Question02

What is the common method of worker-oriented job analysis used in organizations?

* questionnaires (1 Pts)
* shadowing (0 Pts)
* protocol (0 Pts)
* observation (0 Pts)

DLMWPWKP01\_E\_Unit04\_Question03

According to Locke’s goal-setting theory, is feedback necessary for an effective goal?

* Yes, feedback that reflects the quality needs to be provided. (1 Pts)
* Yes, but only when the appraisal system does not function properly. (0 Pts)
* No, feedback is not necessary. (0 Pts)
* No, but the essential prerequisite of a goal is that it should be easy. (0 Pts)

DLMWPWKP01\_E\_Unit04\_Question04

Why is the internal locus of control (LOC) important for the evaluation results of employee work performance?

* After that, every employee is responsible for the results of their work performance. (1 Pts)
* After that, every employee will achieve a better work performance. (0 Pts)
* An employee’s intrinsic motivation positively influences work performance. (0 Pts)
* An employee’s self-perceived control determines work satisfaction. (0 Pts)

DLMWPWKP01\_E\_Unit04\_Question05

What is the relationship between work stress and work performance?

* Work stress hinders employees’ work performance in the long-term. (1 Pts)
* Work stress increases employees’ work performance in the long-term. (0 Pts)
* There is no significant relationship between these two factors. (0 Pts)
* Work stress has little positive influence on an employee’s work performance. (0 Pts)

DLMWPWKP01\_E\_Unit05\_Question01

Which of the following examples is a research question of organizational psychology?

* How can people’s work motivation and satisfaction in the workplace be enhanced? (1 Pts)
* How can people be helped to overcome severe anxiety? (0 Pts)
* What is the appropriate way to enhance learning effectiveness? (0 Pts)
* Why are some people introverts and other people extroverts? (0 Pts)

DLMWPWKP01\_E\_Unit05\_Question02

A group demonstrated a worse performance when the efforts of individual team members could not be identified. What is the name of this psychological phenomenon?

* social loafing (1 Pts)
* internal attribution (0 Pts)
* modeling (0 Pts)
* groupthink (0 Pts)

DLMWPWKP01\_E\_Unit05\_Question03

Suppose you are a group leader and want to reduce the group members’ tendency to conform. What would you most likely do to achieve this?

* Encourage discussions and communicate different opinions. (1 Pts)
* Provide a fair reward to group members. (0 Pts)
* Evaluate group members’ work motivation and provide feedback. (0 Pts)
* Create an organizational culture with a high power distance. (0 Pts)

DLMWPWKP01\_E\_Unit05\_Question04

What are the three levels of organizational conflict?

* individual, intragroup, and intergroup (1 Pts)
* individual, work-family, and social (0 Pts)
* personal, intrapersonal, and environmental (0 Pts)
* personal, structure, and institutional (0 Pts)

DLMWPWKP01\_E\_Unit05\_Question05

Which of the following is a possible psychological consequence associated with mergers and acquisitions?

* loss of organizational identification (1 Pts)
* post-traumatic stress disorder (PTSD) (0 Pts)
* low productivity (0 Pts)
* workplace violence (0 Pts)