DLMWPWOAE01\_Lesson01\_Question01

The term organization refers to...

* ... social systems that organize common activities through formal and informal structures. (1 pt)
* ... forms of cooperation with an economic interest. (0 pts)
* ... legal forms of companies that are not profit-oriented. (0 pts)
* ... mainly the structure of a workflow in a factory, i.e., its sequence of processes. (0 pts)

DLMWPWOAE01\_Lesson01\_Question02

A strategy is ...

* ... high-level planning of measures that define resources and content priorities to achieve business objectives. (1 pt)
* ... the analysis of competitors of one’s own company. (0 pts)
* ... short-term planning of measures for change processes, advertising in magazines and other media., etc. (0 pts)
* ... the process of defining substantive and formal goals, of the company. (0 pts)

DLMWPWOAE01\_Lesson01\_Question03

Whether a company aims to be a leader in manufacturing a certain product, or in keeping costs as low as possible, or be a leader in technology is what decides ...

* ... the company’s strategy. (1 pt)
* ... the company’s target system. (0 pts)
* ... the company’s structure. (0 pts)
* ... the company’s legal form. (0 pts)

DLMWPWOAE01\_Lesson01\_Question04

Organizations fulfill a social function by ...

* ... providing a service that benefits society (through their products or services). (1 pt)
* ... working exclusively for profit. (0 pts)
* ... achieving their substantive goals (sales, volume targets, etc.). (0 pts)
* ... working on increasing their corporate value. (0 pts)

DLMWPWOAE01\_Lesson01\_Question05

How organizations functions can ...

* ... be analyzed by making the organizational structure and culture visible. (1 pt)
* ... be explained by analyzing elements of the organization, such as strategy or organizational structure, separately from each other, without taking the corporate culture into account. (0 pts)
* ... only be explained through the analysis of formal criteria (such as its structure and workflow sequence). (0 pts)
* ... cannot be explained, since organizations are far too complex. (0 pts)

DLMWPWOAE01\_Lesson02\_Question01

Organizational research offers ...

* ... scientific and theoretical approaches to understanding relationships in organizations. (1 pt)
* ... a unified model that explains how organizations work. (0 pts)
* ... special and rigid analysis tools such as the analysis of careers, change processes, and more. (0 pts)
* ... a toolbox with analytical methods such as time measurements, sociograms, questionnaires, etc. (0 Pts)

DLMWPWOAE01\_Lesson02\_Question02

Organizational research analyzes ...

* ... organizational relationships, for example in relation to career patterns, networks, or leadership culture. (1 pt)
* ... the financial performance indicators of a company. (0 pts)
* ... a company’s workflow processes to implement improvements. (0 pts)
* ... the careers of individual employees to support personnel development measures. (0 pts)

DLMWPWOAE01\_Lesson02\_Question03

Empiricism is ...

* ... experimental science, which derives insights from perceptible data and observations. (1 pt)
* ... theoretical treatises explaining existing relationships within organizations. (0 pts)
* ... the knowledge gained from various third-hand studies cited for one’s own research. (0 pts)
* ... the theoretical verification of results from employee surveys, interviews, etc. (0 Pts)

DLMWPWOAE01\_Lesson02\_Question04

Does method triangulation make sense, and why?

* Yes, because, for example, surveys provide different insights (opinions) from observations (actual facts). (1 pt)
* No, because all methods to gain knowledge are equivalent. (0 pts)
* Yes, because it is only by implementing triangulation that the discipline can maintain the claim to its scientific character. (0 pts)
* Yes, because people never tell the truth in their statements; Therefore, a statement must always be checked by observation and data analysis. (0 pts)

DLMWPWOAE01\_Lesson02\_Question05

Hypotheses are relevant to carry out organizational research, since ...

* ... they determine which elements of an organization are analyzed, and which connections between these elements are considered relevant. (1 pt)
* ... they already provide possible answers to research questions that subsequently only need to be verified. (0 pts)
* ... they can be evinced from existing literature on one’s own research question. This contributes to the discipline’s scientific character. (0 pts)
* ... they offer no added value for organizational research/analysis. The research question and the choice of methods alone are relevant for the desired knowledge gain. (0 pts)

DLMWPWOAE01\_Lesson03\_Question01

Organizational diagnostics ...

* ... focuses on explaining the links between how people experience working conditions and their behavior in organizations. It puts people at the center of organizational functioning. (1 pt)
* ... is a form of analysis that focuses on improving processes in order to make them more economically efficient (costs; use of resources, etc.). (0 pts)
* ... analyzes the behavior of individual actors in organizations with the aim of creating psychological profiles that are used for career planning. (0 pts)
* ... focuses on the explanation of individual elements of organizations, such as the design of the organizational structure or the form of the employees’ performance review. (0 pts)

DLMWPWOAE01\_Lesson03\_Question02

The central analytical tool of organizational diagnostics is ...

* ... the employee survey. (1 pt)
* ... document analysis. (0 pts)
* ... the observational study. (0 pts)
* ... the case study. (0 pts)

DLMWPWOAE01\_Lesson03\_Question03

The target group for the findings from organizational diagnostics is predominantly comprised of...

* ... the managers of an organization, so that they can set up working conditions in such a way as to improve employee performance. (1 pt)
* ... the owners of companies, so that they can improve business performance (turnover, profit, operating costs). (0 pts)
* ... the employees, so that they can find better arguments against the management of a company for salary negotiations, etc. (0 pts)
* ... scientific journals, so that they can empirically support organizational research theories. (0 pts)

DLMWPWOAE01\_Lesson03\_Question04

Operative fields of application of organizational diagnostic findings are, for example, ...

* ... organizational development and the promotion of health. (1 pt)
* ... process optimization and the improvement of machine efficiency. (0 pts)
* ... product development and marketing. (0 pts)
* ... quality assurance of the manufactured products. (0 pts)

DLMWPWOAE01\_Lesson03\_Question05

Employee surveys ...

* ... ask for the opinions and attitudes of the employees of an organization. (1 pt)
* ... collect the actual behavior of the employees of an organization. (0 pts)
* ... are used to explain the behavior of individuals within an organization. (0 pts)
* ... serve as marketing metrics in the course of organizational change processes. (0 pts)

DLMWPWOAE01\_Lesson04\_Question01

Organizational analysis is ...

* ... the systematic examination and description of the characteristics and conditions of an organization and the interaction of all said characteristics and conditions. (1 pt)
* ... the detailed description of individual phases in the workflow sequence of a company. (0 pts)
* ... the survey of the employees of an organization to analyze their experience at work. (0 pts)
* ... the preparation of the content planning for change processes in an organization. (0 pts)

DLMWPWOAE01\_Lesson04\_Question02

Preliminary considerations for the analysis are useful for…

* ... the preparation of the analytical design by gathering information about the reason for the analysis and desired knowledge gain, as well as about the organization itself (boundary conditions of the analysis). (1 pt)
* ... the exact planning of the data collection and, thus, the selection of methods and interviewees. (0 pts)
* ... the study of specialized literature and, thus, the thematic classification of the analytical question in the theoretical context of organizational research. (0 pts)
* ... the precise planning of the analytical strategy, i.e., the form and function of the analysis, and of the analytical design (implementation planning). (0 pts)

DLMWPWOAE01\_Lesson04\_Question03

Surveys allow ...

* ... to collect the views and opinions of the respondents. (1 pt)
* ... to collect facts about the organizational structure. (0 pts)
* ... to collect information about the respondents' actions. (0 pts)
* ... to identify the opinion formers among the employees (e.g., in group interviews). (0 pts)

DLMWPWOAE01\_Lesson04\_Question04

The coding of the data is used ...

* ... for a better and clearer processing of large amounts of data. (1 pt)
* ... for the anonymization of the collected data. (0 pts)
* ... to improve the traceability of data sources. (0 pts)
* ... for the subsequent retrieval of relevant data. (0 pts)

DLMWPWOAE01\_Lesson04\_Question05

The final presentations of organizational analyses for management ...

* ... briefly describe the results of the analysis, the conclusions, and, most importantly, the recommendations for action, as well as the first steps for their implementation. (1 pt)
* ... provide detailed information about the analytical steps, data interpretation, and the optional results of the analysis. (0 pts)
* ... focus on detailing the precise next steps for organizational and personnel development. (0 pts)
* ... contain a list of all the interlocutors who contributed to the data collection, in order to make the procedure traceable. (0 pts)

DLMWPWOAE01\_Lesson05\_Question01

The analysis of careers in organizations is used for ...

* ... the study of individual factors, such as position changes, duration of affiliation, etc., as well as to understand how organizational structures and processes influence careers. (1 pt)
* ... the analysis of individual careers of specific employees, in order to make it easier to promote them. (0 pts)
* ... the analysis of individual training programs on the salary progression of individual persons within the company. (0 pts)
* ... the analysis of the average length of company affiliation, and the salary trends among the employees of an organization. (0 pts)

DLMWPWOAE01\_Lesson05\_Question02

The analysis of change processes ...

* ... supports change management in order to better prevent the employees’ anxiety, fears, and resistance to the change process. (1 pt)
* ... supports a company’s HR department as a measure of how innovative the company is in dealing with new challenges. (0 pts)
* ... is aimed at identifying those individuals within the company who obstruct changes. (0 pts)
* ... uses quantitative data analyses, i.e., mainly the analysis of business metrics (sales, EBIT, profit etc.), to forecast what changes are needed within the company. (0 pts)

DLMWPWOAE01\_Lesson05\_Question03

In an organizational-analytical sense, networks refers to ...

* ... networks of relationships between individual actors within an organization. (1 pt)
* ... possibilities of digital communication between persons within an organization. (0 pts)
* ... formal structures, i.e., connections between departmental units, managers during meetings, etc. (0 Pts)
* ... opportunities for individual actors within an organization to promote their careers. (0 pts)

DLMWPWOAE01\_Lesson05\_Question04

In an organizational-analytical sense, specific fields of application for the results of a network analysis are ...

* ... change projects and business mergers to identify the key players in an organization. (1 pt)
* ... the analysis of careers within companies so as to identify potential executives. (0 pts)
* ... organizational development projects to build hierarchies through informal structures. (0 pts)
* ... the individual career plans of specific actors within companies. (0 pts)

DLMWPWOAE01\_Lesson05\_Question05

Organizational analysis and due diligence ...

* ... are used when, for example, two companies merge in a friendly manner. (1 pt)
* ... are used when a company aims to carry out a hostile takeover. (0 pts)
* ... are two forms of analysis that categorically exclude each other. (0 pts)
* ... are two different names for the same form of analysis. (0 pts)