**ESSAY QUESTIONS**

**$$$001**

Is it possible to achieve both effectiveness and efficiency to increase the performance of businesses? Why or why not? Explain and discuss in detail while also considering the competitive strategy a company is pursuing.

**$$$002**

Discuss each of the functions of management in detail and provide examples along.

**$$$003**

How important is the concept of scientific management and Frederick Taylor’s contribution to management knowledge today? Explain and discuss.

**$$$004**

What are pros and cons of a bureaucracy for organizations? Should companies eliminate it or are there some benefits? Explain and discuss.

**$$$005**

What are your thoughts about the stakeholder vs. shareholder view of the firm in terms of improving a business’s performance? Explain and discuss.

**$$$006**

What are the limitations, if any, of the classical (rational) decision making model? What are the arguments against it? Explain and discuss.

**$$$007**

What are the contributions of Michael Porter’s contributions to strategy in management? Explain and discuss.

**$$$008**

How important is the control process or function for the success of businesses? Explain and discuss and provide examples.

**$$$009**

Does strategy matter for the success of companies? Explain and discuss.

**$$$010**

What kind of aspects and measures need to be considered as a basis of comparison, when assessing a company’s financial performance or profitability. Explain and discuss.

**BLOCK 1**

###001

Identify and define the basic levels of management. What is each responsible for?

###002

Identify and define the basic levels of management.

###003

Identify and briefly define the three major types of managerial skills that managers need.

###004

What is locus of control?

###005

Define "entrepreneurs" and "intrapreneurs".

###006

What is power? Explain the five bases of power.

###007

Explain the trait approach to leadership.

###008

Explain the behavioral approach to leadership?

###009

Explain the situational approach to leadership

###010

Explain the types of decisions at the company (programmed and non-programmed).

###011

What is charismatic leadership? Provide examples.

###012

What is "collective bargaining"?

###013

Distinguish between "data" and "information", and give a specific business example of each of these terms.

###014

What is moral hazard?

###015

How will you be able to apply your experience as a consumer of educational services to the challenges you’ll face in your career after graduation?

###016

Discuss why workers sometimes vote to be represented by a union, and why some workers are reluctant to join.

###017

What is the difference between monetary policy and fiscal policy?

###018

To what degree are fluctuations in the business cycle predictable?

###019

What are three essential functions of a business plan?

###020

What is process reengineering? How can it help an organization? How can it hurt an organization?

###021

Describe JIT inventory. Give a practical business example of how JIT works.

###022

Define what is meant by flexible manufacturing systems. Describe how they can improve an organization's responsiveness to customers.

###023

Discuss the two most common reasons why managers seek to control and to improve the quality of their organization's products.

###024

Discuss the decision a production operation must make between a JIT system and a system that includes some sort of buffer inventory system. Give an example of how a firm might resolve this dilemma.

###025

Identify the potential users of accounting information.

###026

Explain the functions of management.

###027

What is a strategy? Describe the basic strategic management process.

###028

Explain functions of different levels of managers in organizational contexts.

###029

What is a contingency planning? How is it different from traditional planning?

###030

Define corporate culture. Why it is important to develop strong corporate culture?

###031

What is a business strategy? Explain three main generic business strategies.

###032

What is a SWOT analysis? Why it is important for strategy formulation process.

###033

Explain the main functions of a HR manager.

###034

What is a job analysis? Why it is important in HR management?

###035

Explain HR planning process in the organizational contexts.

###036

What is an Equal Opportunity? Explain the legal contexts and importance of Equal Opportunity.

###037

Explain the main components of compensation and reward systems.

###038

Explain different types of on-the-job and off-the-job training methods for employees.

###039

What is a performance appraisal? Why it is important for HR management?

###040

Explain how marketers identify different market segments.

###041

What are target markets? Explain the role that target markets play in market segmentation.

###042

Explain each step in the consumer buying process.

###043

How does a product mix differ from a product line?

###044

How do expense items differ from capital items?

###045

What are three functions of packaging?

###046

What constitutes ethical behavior? Provide examples.

###047

Explain how services contribute to a country’s economy.

###048

Identify the powerful forces that are transforming service markets.

###049

Define services using the non-ownership service framework.

###050

Explain the components of the traditional marketing mix applied to services.

###051

Explain why the marketing, operations, and human resource management functions need to be closely integrated in service businesses.

###052

Explain the importance of the time factor applied to services.

###053

Explain why the demand and capacity need to be balanced.

###054

In assessing a country's national competitive advantage, what is meant by factor conditions?

###055

What is the reason anti-competition laws exist in many countries?

###056

Describe the relationship of exports and imports in a country's balance of trade and its balance of payments.

###057

What does dumping mean in international business?

###058

What is a cartel? Provide an example in your answer.

###059

Explain the difference between an international firm and a multinational firm?

###060

Explain what a tariff means in an international business context.

###061

Briefly describe the different types of pricing objectives.

###062

What are the different price-setting methods? Briefly describe each of them.

###063

What are marketing channels? Briefly explain some of the different types of intermediaries.

###064

List and explain the four service levels offered by retailers.

###065

What are the elements of the marketing communications mix?

###066

What are the steps involved in developing effective marketing communications?

###067

What is integrated marketing communications?

###068

Explain the concept of balance of payments?

###069

What is an anti-dumping investigation?

**BLOCK 2**

###001

How does the concept of strategic leadership is applied in business world?

###002

Why ethical leadership is important for contemporary organizations?

###003

How is the situational approach to leadership applied by contemporary managers?

###004

How could contemporary managers apply five bases of power?

###005

How could managers become effective leaders?

###006

Abraham Maslow developed a needs hierarchy model of motivation. Discuss the different kinds of needs in this model and give one specific example of each of these types of needs in terms of a worker's behavior.

###007

What factors should you consider before selecting financing alternatives for a new business?

###008

What are the three basic forms of business ownership?

###009

Explain equity theory.

###010

What is a core competency of a firm?

###011

Discuss the pros and cons of using punishment. If managers use punishment, how should they minimize the negative side effects?

###012

How can a virtual organization reduce costs?

###013

Explain how and why the amount of time managers spend in the managerial functions varies across the different levels of management.

###014

Discuss the roles of ethics and corporate responsibility in business?

###015

Explain a conflict of interest in an organization?

###016

Explain top managers’ best demonstration of a commitment to ethical business practices?

###017

A company ends the year with a net income of $7.5 million and an earnings per share value of $1.50. What is the number of common shares outstanding for this company?

###018

With fixed assets of $4 billion and current assets of $1.7 billion, Realm Company has long-term liabilities of $2 billion and current liabilities of $0.34 billion. What is Realm's current ratio?

###019

What are the main responsibilities of the three different level of managers? Give three sets of examples.

###020

Explain three main managerial roles and their relevant activities.

###021

Explain the basic managerial skills for successful managers.

###022

Describe the main purpose of goal settings in organizational contexts.

###023

Explain different types of goals in strategic management process.

###024

Describe three main types of strategies in organizational contexts.

###025

Explain the corporate culture development process in the organizational contexts.

###026

Discuss the meaning of organizational commitment.

###027

Define the concept of "emotional intelligence". How does having emotional intelligence help managers?

###028

What is organizational culture? Where does it come from?

###029

What is socialization? How does it occur? Why is it important for organizations?

###030

Why is product placement important? Give an example to clarify your response.

###031

What are organizational rites? What are its different types? Give an example of each.

###032

Who are "stakeholders"? List at least four examples of different types of stakeholders.

###033

Why are managers a critically important group of stakeholders?

###034

Is it possible for an economy to be almost entirely based on services? Is it a sign of weakness when a national economy manufactures few of the goods that it consumes?

###035

What are the main reasons for the growing share of the service sector in all major economies of the world?

###036

Describe the questions that a manager should ask under the practical rule to decide if a business decision is acceptable on ethical grounds.

###037

Summarize the reasons why managers should behave ethically.

###038

Discuss the three major types of needs of managers according to McClelland and explain their possible advantages and disadvantages on the effectiveness of a manager.

###039

How can you measure service quality?

###040

How is the proactive approach to social responsibility applied in contemporary organizations?

###041

How is ethical values vary from person to person?

###042

How ethical behavior in a certain situation could be assessed?

###043

What is the difference between balance of trade and balance of payments?

###044

Explain why fluctuations in exchange rates have significant influence on the balance of trade.

###045

Discuss the differences between absolute advantage and comparative advantage.

###046

Explain the effects of exchange rates fluctuations on the trade balance of a country.

###047

What effects do transportation costs have on international trade or business?

###048

What are the advantages that the World Trade Organization (WTO) provides for international trade?

###049

What is a virtual team? What are the advantages and disadvantages of virtual teams?

###050

What are some ways to respond to overdemand?

###051

Explain what is meant by a "task force," and give a specific business example of a situation in which the use of a task force would be a good choice for an organization.

###052

Discuss how a manager should deal with religious diversity.

###053

Discuss the differences in impact on motivation of a bonus versus a salary increase of the same amount of money.

###054

 Explain what is meant by a "merit pay plan" and discuss its possible advantages and disadvantages within an organization.

###055

Social loafing can be a very detrimental practice to the effectiveness of an organization. Explain what is meant by this concept.

###056

It has been said that managing diversity makes good business sense. Do you agree or disagree with this statement? Defend your argument with either pros or cons.

###057

What is ethics? Provide examples

###058

All teams are groups, but not all groups are teams. Discuss the two characteristics that distinguish "teams" from "groups" and give a specific business example that clarifies this distinction.

###059

Identify and discuss what is meant by the "technical skills" of a manager.

###060

An organization's distributors can have an important impact on the success of the organization. Do you agree?

###061

The barriers to entry that an organization faces when it considers whether to enter a new type of industry can be critical to the success of the organization in that industry. Explain some of barriers to entry.

###062

What do economic forces include? How do they effect the general environment of the organization and the decisions of the manager?

###063

What are technological forces? Explain their implications for managers and organizations.

###064

List and explain the principal forms of capital flow between countries.

###065

What is meant by the free-trade doctrine?

###066

Describe and explain Hofstede’s natural cultural dimensions.

###067

Discuss the assumptions that underlie the classical model of decision-making. Explain how this model would help to explain the behavior of a manager who was attempting to act consistently with this model in a realistic business situation of your choosing.

###068

Researchers have identified a six-step model that can be used by managers who are faced with an important decision. Discuss these steps as they would apply to an important and realistic business situation of your choosing.

###069

Define groupthink. Explain the technique that counteracts groupthink.

###070

Identify the advantages and disadvantages of group decision-making.

**BLOCK 3**

###001

What is the difference between leadership and management?

###002

Explain the difference between transformational and transactional leadership.

###003

How did the nature of leadership change?

###004

Discuss the difference between charismatic and transformational leadership.

###005

What are the steps in the rational decision-making process?

###006

Discuss the decision-making conditions for managers (certainty, risk, uncertainty).

###007

What factors influence the decision-making process?

###008

What can managers do to help teams work more effectively?

###009

What do human resources managers do?

###010

What is the purpose of conducting a job analysis? What are some of the techniques used for gathering information?

###011

What is the glass ceiling?

###012

How do incentive programs encourage employees to be more productive, innovative, and committed to their work?

###013

What are the advantages of personal selling over other forms of customer communication?

###014

What are some common types of consumer promotion?

###015

What are some of the implications of having a diverse workforce?

###016

What is empowerment? What effect is empowerment likely to have on organizations?

###017

Why might nations decline International Monetary Fund funds?

###018

Explain the need for requiring banks to be able to lend out only 90 percent of its deposit funds.

###019

What are the building blocks of competitive advantage?

###020

Briefly explain how restructuring and outsourcing are used to increase organizational efficiency and effectiveness.

###021

Researchers frequently refer to the "Big Five" personality traits. Discuss any three of these traits and explain the advantages and disadvantages of each for managers.

###022

Are managerial jobs are science or arts oriented? Justify your answer.

###023

Discuss the role of education and experience to be a successful manager.

###024

Explain the differences between vision, mission, goals and objectives of organizations.

###025

Explain the elements of SWOT analysis.

###026

Describe the differences between differentiation and cost leadership strategies.

###027

Describe the hierarchy of plans with examples.

###028

Explain the differences between contingency planning and crisis management

###029

Explain the differences between traditional and strategic HRM practices.

###030

What is the value of internal recruitment? Why might an organization consider it essential to use internal recruitment in some cases?

###031

Why is workforce diversity such an important factor for human resources management to consider in modern organizations?

###032

Why might an organization choose to run vestibule training? Under what kind of circumstances is it likely to be used?

###033

What are the advantages and challenges of having a diverse workforce?

###034

What a collective bargaining agent? How can managers maintain good labor relations?

###035

Who are the knowledge workers? Describe appropriate training methods for them.

###036

Discuss the advantages and disadvantages of a global strategy and a multidomestic strategy for a business. When should each of these strategies be used or not used?

###037

What is meant by the term, "contingency theory"? What are the two basic types of organization design, and what types of situations is each most suited for?

###038

What is the difference between a line manager and a staff manager?

###039

What is job enlargement? What is the idea behind it?

###040

Describe the elements of the marketing mix. What is their collective role?

###041

Discuss the advantages and disadvantages of "decentralization" in organizational design.

###042

Almost all managers are involved in business planning activities. Discuss why planning is important to managers within the organization.

###043

Output control systems have advantages and disadvantages. Discuss the possible disadvantages of these types of systems within organizations.

###044

Behavior control is one way for managers to attempt to motivate workers. Discuss three ways managers could use *behavior* control with subordinates and give a specific example of how a manager of servers in a restaurant would use each of these methods.

###045

Direct supervision is one of the best ways for managers to monitor the behavior of subordinates, but this method of behavior control can create problems with subordinates. Discuss the problems that can occur and explain what a manager can do to minimize these problems when working with subordinates.

###046

What are the main characteristics of services that make them different from goods?

###047

“A service is rented rather than owned.” Explain what this statement means and use examples to support your explanation.

###048

“The 4 Psare all a marketing manager needs to create a marketing strategy for a

service business.” Prepare a response that argues against this and support it with examples.

###049

How does organizational culture help managers exert control over subordinates?

###050

Why do people resist change? Explain how the type of culture an organization has affects how it changes.

###051

Describe how a social responsibility influence toward company’s business and its customers?

###052

Discuss the roles of ethics and corporate responsibility in business

###053

What are the advantages and disadvantages of globalization?

###054

Why should companies conducting international operations be concerned about exchange rate fluctuations?

###055

How do subsidies to national firms affect international trade and competition?

###056

How do factor conditions affect a country's national competitive advantage?

###057

What should a firm consider if it is in a nonhomogeneous market and a competitor lowers its prices?

###058

What are three possible responses to low-cost competitors?

###059

An organization's suppliers can have an important impact on the success of the organization. Discuss the various types of suppliers for Dell Computers, and explain why these suppliers are important to success.

###060

Describe the challenges and opportunities of entering international markets.

###061

Business plans differ in the time horizons that they cover. Discuss the three major types of business plans in terms of their intended duration and explain why all three of these types of plans are important to a business.

###062

Explain how an employee can be intrinsically motivated, extrinsically motivated, or both, depending on the factors in his or her job situation.

###063

Michael Porter presented four ways in which the top management of an organization could select a business-level strategy for their organization. Discuss any two of these four ways of increasing the value of the organization's products and explain the advantages and disadvantages of the strategies that you choose.

###064

According to Porter, organizations cannot simultaneously pursue both a low-cost strategy and a differentiation strategy. Why? Explain how exceptions to this "rule" can be found, and give an example to illustrate the point.

###065

For an organization of your choice, discuss the elements of its task environment. Explain how each type of environment places pressures on the organization's managers.

###066

Describe common problems entrepreneurs have in managing their organizations

###067

Explain how the knowledge of management may benefit fit you personally in your future?

###068

Briefly explain the causes of global crises.

###069

Explain the relationship between organizational culture, managerial action, and organizational effectiveness. Give an example of this relationship.

###070

The top managers of an organization typically use a variety of financial indicators to assess the performance of their organizations. Discuss the four major types of financial measures and create one specific example of how each would be computed.