

Rutgers Introduction to Management Practice Exam (Sample)

Study Guide



Everything you need from our exam experts!

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Introduction

Preparing for a certification exam can feel overwhelming, but with the right tools, it becomes an opportunity to build confidence, sharpen your skills, and move one step closer to your goals. At Examzify, we believe that effective exam preparation isn't just about memorization, it's about understanding the material, identifying knowledge gaps, and building the test-taking strategies that lead to success.

This guide was designed to help you do exactly that.

Whether you're preparing for a licensing exam, professional certification, or entry-level qualification, this book offers structured practice to reinforce key concepts. You'll find a wide range of multiple-choice questions, each followed by clear explanations to help you understand not just the right answer, but why it's correct.

The content in this guide is based on real-world exam objectives and aligned with the types of questions and topics commonly found on official tests. It's ideal for learners who want to:

- Practice answering questions under realistic conditions,
- Improve accuracy and speed,
- Review explanations to strengthen weak areas, and
- Approach the exam with greater confidence.

We recommend using this book not as a stand-alone study tool, but alongside other resources like flashcards, textbooks, or hands-on training. For best results, we recommend working through each question, reflecting on the explanation provided, and revisiting the topics that challenge you most.

Remember: successful test preparation isn't about getting every question right the first time, it's about learning from your mistakes and improving over time. Stay focused, trust the process, and know that every page you turn brings you closer to success.

Let's begin.

How to Use This Guide

This guide is designed to help you study more effectively and approach your exam with confidence. Whether you're reviewing for the first time or doing a final refresh, here's how to get the most out of your Examzify study guide:

1. Start with a Diagnostic Review

Skim through the questions to get a sense of what you know and what you need to focus on. Your goal is to identify knowledge gaps early.

2. Study in Short, Focused Sessions

Break your study time into manageable blocks (e.g. 30 - 45 minutes). Review a handful of questions, reflect on the explanations.

3. Learn from the Explanations

After answering a question, always read the explanation, even if you got it right. It reinforces key points, corrects misunderstandings, and teaches subtle distinctions between similar answers.

4. Track Your Progress

Use bookmarks or notes (if reading digitally) to mark difficult questions. Revisit these regularly and track improvements over time.

5. Simulate the Real Exam

Once you're comfortable, try taking a full set of questions without pausing. Set a timer and simulate test-day conditions to build confidence and time management skills.

6. Repeat and Review

Don't just study once, repetition builds retention. Re-attempt questions after a few days and revisit explanations to reinforce learning. Pair this guide with other Examzify tools like flashcards, and digital practice tests to strengthen your preparation across formats.

There's no single right way to study, but consistent, thoughtful effort always wins. Use this guide flexibly, adapt the tips above to fit your pace and learning style. You've got this!

Questions

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- 1. Which concept emphasizes continually seeking creative ideas for transforming and renewing the organization by not only adapting today's best practices, but also authoring tomorrow's best practices?**
 - A. Change Management**
 - B. Innovation & Renewal**
 - C. Strategic Renewal**
 - D. Continuous Improvement**

- 2. Which sequence correctly outlines Lewin's three-stage change model?**
 - A. Change, Unfreeze, Refreeze**
 - B. Unfreeze, Change, Refreeze**
 - C. Refreeze, Unfreeze, Change**
 - D. Unfreeze, Refreeze, Change**

- 3. The Job Characteristics Model was devised by which two scholars?**
 - A. Maslow and Alderfer**
 - B. Hackman and Oldham**
 - C. Porter and Kramer**
 - D. Bandura and Skinner**

- 4. A cross-functional group assembled to address coordination needs is best described as which term?**
 - A. A short-term project team composed of members from a single department**
 - B. A cross-functional task force assembled to address coordination needs**
 - C. A standing committee that handles routine operations**
 - D. A senior management council with limited authority**

- 5. Which is NOT a level in Maslow's hierarchy?**
 - A. Physiological**
 - B. Creativity**
 - C. Safety**
 - D. Self-Actualization**

- 6. Bounded rationality describes decision-makers as limited by what?**
- A. Information, cognitive limits, and time; leading to satisficing.**
 - B. Unlimited data and infinite time to optimize.**
 - C. Decision making is purely random.**
 - D. Only emotions drive decisions.**
- 7. Which process helps ensure a candidate fits the job and organizational culture during recruitment?**
- A. Screening and selection for fit.**
 - B. Compensation planning.**
 - C. Market analysis.**
 - D. Product development.**
- 8. Which behavior best exemplifies servant leadership?**
- A. Proactively supporting subordinates in performing their roles**
 - B. Fostering competition among team members**
 - C. Dictating tasks**
 - D. Focusing solely on profits**
- 9. Which concept concerns the extent to which a job affects the lives of other people?**
- A. Task Structure**
 - B. Task Significance**
 - C. Values**
 - D. Training**
- 10. A narrower span of control implies which of the following?**
- A. More direct reports**
 - B. Fewer direct reports**
 - C. Wider span of control**
 - D. Higher budgets**

Answers

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1. B
2. B
3. B
4. B
5. B
6. A
7. A
8. A
9. B
10. B

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Explanations

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1. Which concept emphasizes continually seeking creative ideas for transforming and renewing the organization by not only adapting today's best practices, but also authoring tomorrow's best practices?

A. Change Management

B. Innovation & Renewal

C. Strategic Renewal

D. Continuous Improvement

The main idea here is balancing what works today with the creation of new, better ways to do things in the future. This question points to a mindset that continually looks for creative ideas to transform and renew the organization, not just to adopt current best practices but also to author tomorrow's best practices. That focus—pursuing ongoing innovation and renewal to extend the organization's capabilities—is what Innovation & Renewal captures best. Change Management is about guiding people through change, not necessarily about generating new practices. Continuous Improvement centers on making small, incremental enhancements to current processes. Strategic Renewal involves refreshing strategy, often in response to shifts, but it doesn't inherently emphasize the sustained invention of new practices for the future.

2. Which sequence correctly outlines Lewin's three-stage change model?

A. Change, Unfreeze, Refreeze

B. Unfreeze, Change, Refreeze

C. Refreeze, Unfreeze, Change

D. Unfreeze, Refreeze, Change

Lewin's model treats change as a process with three stages: unfreezing to prepare people and systems for change, the change itself where new behaviors or processes are adopted, and refreezing to solidify the new state so it sticks. The correct sequence begins by unfreezing, then moving into the change, and ends with refreezing. Unfreezing creates readiness and reduces resistance, making the transition possible; the change phase implements the new ways; and refreezing anchors these changes into everyday operations and culture. Starting with any change without preparation or trying to freeze the old state before the new one is established would fail to take hold, which is why the other sequences don't fit.

3. The Job Characteristics Model was devised by which two scholars?

- A. Maslow and Alderfer
- B. Hackman and Oldham**
- C. Porter and Kramer
- D. Bandura and Skinner

The Job Characteristics Model explains how the design of a job influences motivation and job satisfaction, and it was developed by Hackman and Oldham. The model identifies five core dimensions of a job: skill variety (using a range of skills), task identity (complete a whole, identifiable piece of work), task significance (impact on others or the organization), autonomy (freedom in deciding how to do the work), and feedback (receiving direct, clear information about performance). These dimensions shape three psychological states in workers: the experienced meaningfulness of the work, the experienced responsibility for outcomes, and the knowledge of the actual results of the work. When these states are present, individuals are more motivated, perform better, and feel more satisfied with their jobs. The other pairs—Maslow and Alderfer (needs-based theories), Bandura and Skinner (learning and behavior theories), Porter and Kramer (shared value and competitive advantage)—are associated with different frameworks, not the Job Characteristics Model.

4. A cross-functional group assembled to address coordination needs is best described as which term?

- A. A short-term project team composed of members from a single department
- B. A cross-functional task force assembled to address coordination needs**
- C. A standing committee that handles routine operations
- D. A senior management council with limited authority

When coordination across different parts of the organization is needed, bringing together people from multiple departments to work on a specific objective is the most effective approach. This describes a cross-functional task force: a temporary group formed to tackle a particular coordination issue, combining diverse expertise and authority from different areas. That makes it the best fit because it emphasizes both the cross-boundary collaboration and the focused, time-limited nature of the effort. Consider why the other descriptions don't fit. A team from a single department wouldn't provide the cross-functional perspective required to align work across areas. A standing committee handling routine operations is ongoing and routine, not created to address a specific coordination challenge. A senior management council with limited authority may have influence, but it still isn't specifically about assembling cross-functional members to solve a coordination problem.

5. Which is NOT a level in Maslow's hierarchy?

- A. Physiological
- B. Creativity**
- C. Safety
- D. Self-Actualization

Maslow's hierarchy of needs arranges human needs into distinct levels moving from basic to higher-order aspirations. The bottom level covers physiological needs like food and shelter, the next is safety, then love and belonging, followed by esteem, and at the top sits self-actualization, the process of realizing one's potential. Creativity is not listed as its own level in this standard five-tier model. It can be an expression or outcome of self-actualization, illustrating how someone who has satisfied the lower needs may pursue creative growth and personal fulfillment, but it isn't a separate rung in the hierarchy. Some extended versions mention additional motivations, yet the classic framework doesn't treat creativity as a separate level.

6. Bounded rationality describes decision-makers as limited by what?

- A. Information, cognitive limits, and time; leading to satisficing.**
- B. Unlimited data and infinite time to optimize.
- C. Decision making is purely random.
- D. Only emotions drive decisions.

Bounded rationality says people make decisions under constraints: limited information, limited cognitive processing power, and finite time. Because of these limits, they don't optimize by evaluating every possible option; instead they search for a solution that's good enough—satisficing. This captures why managers often settle for a satisfactory option rather than the optimal one when data is incomplete, mental effort is constrained, or deadlines loom. For example, choosing a supplier under uncertain data and a tight schedule might involve selecting the first option that meets basic price and quality criteria rather than weighing every alternative. The other statements ignore these real-world constraints or oversimplify decision making by suggesting unlimited data, randomness, or emotion alone.

7. Which process helps ensure a candidate fits the job and organizational culture during recruitment?

A. Screening and selection for fit.

B. Compensation planning.

C. Market analysis.

D. Product development.

The main idea being tested is how recruitment assesses alignment between a candidate and both the job and the company's culture. Screening and selection for fit focuses on evaluating whether a candidate's skills, behaviors, values, and work style match what the role requires and what the organization values. This often involves structured interviews, behavioral questions, culture-fit assessments, and possibly peer or reference input to gauge how the person would perform and interact within the team and environment. By prioritizing fit, the process helps predict job performance and long-term retention. Other options don't target this alignment. Compensation planning deals with pay and benefits, not whether a candidate will thrive in the role or culture. Market analysis looks at external conditions and competitors, not the individual candidate. Product development centers on creating or improving products, which is unrelated to selecting people for a job.

8. Which behavior best exemplifies servant leadership?

A. Proactively supporting subordinates in performing their roles

B. Fostering competition among team members

C. Dictating tasks

D. Focusing solely on profits

Servant leadership centers on putting people first and helping them grow by fully supporting their work. Proactively supporting subordinates in performing their roles embodies this by removing obstacles, offering guidance, and providing the resources and encouragement they need to succeed. This approach builds trust, engagement, and development, which are core outcomes of serving others. In contrast, fostering competition, dictating tasks, or focusing solely on profits align more with competitive, autocratic, or profit-driven styles that don't emphasize developing and serving team members.

9. Which concept concerns the extent to which a job affects the lives of other people?

- A. Task Structure**
- B. Task Significance**
- C. Values**
- D. Training**

Task significance is the degree to which a job has a substantial impact on the lives of other people. This idea comes from the job characteristics perspective, where work is more motivating when people feel their efforts matter to others. For example, a nurse whose care directly affects patient outcomes, a teacher who influences students' futures, or a software developer whose product helps many users all illustrate this impact. Because the question asks about how much a job affects others, task significance is the best fit. The other options don't capture that social impact. Task structure is about how tasks are organized, sequences, and interdependencies. Values refer to personal beliefs about what matters, not the specific effects of a job on others. Training concerns acquiring the skills needed to perform the job, not its broader social impact.

10. A narrower span of control implies which of the following?

- A. More direct reports**
- B. Fewer direct reports**
- C. Wider span of control**
- D. Higher budgets**

Span of control refers to how many subordinates report directly to a manager. If that span is narrowed, the manager oversees fewer people, which is exactly the situation described by having fewer direct reports. The other options don't fit because a narrower span would not mean more direct reports or a broader scope; and budgets aren't determined by span in a direct, one-to-one way.

Next Steps

Congratulations on reaching the final section of this guide. You've taken a meaningful step toward passing your certification exam and advancing your career.

As you continue preparing, remember that consistent practice, review, and self-reflection are key to success. Make time to revisit difficult topics, simulate exam conditions, and track your progress along the way.

If you need help, have suggestions, or want to share feedback, we'd love to hear from you. Reach out to our team at hello@examzify.com.

Or visit your dedicated course page for more study tools and resources:

<https://rutgersintrotomanagement.examzify.com>

We wish you the very best on your exam journey. You've got this!

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