

***Principles of Healthcare Leadership 1st edition
Healey Test Bank***

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1. ch02-001

Which of the following is *not* a component of scientific management?

- a. Bureaucracy
- b. Rules
- c. Regulations
- d. One supervisor
- *e. Empowerment
- f. One right way to perform a task

2. ch02-002

According to Kurt Lewin, all of the following represent leadership styles except what?

- a. Autocratic
- b. Democratic
- *c. Empowerment
- d. Laissez-faire
- e. Participative
- f. Human relations

4. ch02-004

The components of Fiedler's contingency theory include all of the following except what?

- a. Leader-member relations
- b. Task structure
- c. Position power
- d. Least-preferred coworker scale
- *e. Leadership traits
- f. Task-oriented approach

5. ch02-005

Transactional leadership theory includes all of the following elements except what?

- a. Recommendations from the scientific management school of thought
- *b. Servant leadership
- c. Agreement between leaders and followers about goals
- d. Use of compassionate management skills
- e. Rewarding followers for specific behaviors that benefit the organization

f. Use of organizational, legitimate, reward, and coercive powers

6. ch02-006

Transformational leadership theory includes all of the following except what?

- a. Humanism and concern for workers
- b. Idealized influence
- *c. Fear of punishment
- d. Inspirational motivation
- e. Gaining trust of individuals
- f. Intellectual stimulation

7. ch02-007

Charismatic leadership theory includes all the following except what?

- a. Appealing characteristics of the leader
- b. Leader representing a solid role model for employees
- *c. Ability to increase workers' reimbursement
- d. Ability to communicate a vision to employees
- e. Charisma as a skill that can be learned
- f. Inspirational skills possessed by the leader

8. ch02-008

The concept of the best leadership practices includes all of the following points except what?

- *a. There is no agreement regarding the best leadership practices.
- b. Both management and leadership attributes are necessary for success.
- c. Successful leaders use multiple styles of leadership.
- d. The best practices produce economic profits for the organization.
- e. Good leadership practices contribute to a strong, thick culture in the organization.
- f. There are key differences between efficiency and adaptability in successful team leadership.

9. ch02-009

Which of the following is usually thought to be the worst style for managing a healthcare organization?

- a. Transformational leadership
- b. Transactional leadership
- c. Charismatic leadership
- *d. Scientific management
- e. Inspired leadership
- f. Servant leadership

10. ch02-010

The US healthcare system depends on organizations to pursue all of the following except what?

- a. Elimination of "never events"
- b. Best possible quality of healthcare services
- *c. Superior profits
- d. Improvement of health outcomes
- e. Improved interaction with patients
- f. Elimination of waste

11. ch02-011

The first research projects related to leadership behaviors and styles began around 1900.

- a. True
- *b. False

12. ch02-012

Southwest Airlines is an example of a 10X company.

- *a. True
- b. False

13. ch02-013

The three leadership styles identified by Kurt Lewin are autocratic, democratic, and laissez-faire.

- *a. True
- b. False

14. ch02-014

Kurt Lewin developed the human relations theory concerning leadership.

a. True

*b. False

15. ch02-015

Path-goal theory was developed by psychologist Robert House.

*a. True

b. False

16. ch02-016

Fred Fiedler developed the inspired leadership theory in 1967.

a. True

*b. False

17. ch02-017

The concept of servant leadership was introduced by Robert Greenleaf.

*a. True

b. False

18. ch02-018

Lussier and Achua (2016) suggest that the transactional style of leadership rewards followers for specific behaviors that benefit the organization.

*a. True

b. False

19. ch02-019

Transformational leadership consists of two behavioral dimensions: idealized influence and inspirational motivation.

- a. True
- *b. False

20. ch02-020

Charisma is a very important component of the personalized power of a leader.

- *a. True
- b. False