

Chapter 5 – Management and Teams

Review Questions

1. What are the three main types of work completed by managerial and executive job holders? List examples of tasks under each.
2. List the eight work factors of the MPDQ. Describe two of them.
3. List the six job evaluation factors of the MPDQ. Describe two of them.
4. What is a competency? List the 'great eight' competencies. Describe two of them.
5. What is the controversy about competencies from the standpoint of job analysis?
6. What are the five main characteristics one should consider in designing effective work groups according to Campion et al.? Describe one example trait or item for each of the characteristics.
7. What are the main generic teamwork skills proposed by Campion et al.?
8. What are the main team functions proposed by Nieva et al.?