

Chapter 2: Individual Differences at Work

MULTIPLE CHOICE

1. The study of individual differences is sometimes called_____.
- a. cognitive psychology
 - b. differential psychology
 - c. work psychology
 - d. personality psychology

ANS: B PTS: 1

2. Intelligence or cognitive ability tells us about:
- a. What kinds of book a person reads.
 - b. How likely a person is to suffer from mental illness.
 - c. A person's general mental reasoning capability.
 - d. A person's preferred style of behaviour.

ANS: C PTS: 1

3. The idea and evidence for a general factor of intelligence is most often attributed to:
- a. Cattell
 - b. Galton
 - c. Binet
 - d. Spearman

ANS: D PTS: 1

4. The ability to solve novel problems with no prior knowledge or education relating to the problem is called _____.
- a. fluid ability
 - b. constant ability
 - c. crystallized ability
 - d. intuition

ANS: A PTS: 1

5. Why do some people argue that emotional intelligence cannot be considered a real form of intelligence?
- a. Because they dislike soft people.
 - b. Because they believe that all people are equally good at reading emotion.
 - c. Because emotional intelligence does not correlate with factor g.
 - d. Because emotional intelligence does not overlap with personality.

ANS: C PTS: 1

6. Measures of general cognitive ability usually:
- a. Have right and wrong answers.
 - b. Test problem solving.
 - c. Test different kinds of reasoning.
 - d. All of the above.

ANS: D PTS: 1

7. Psychoanalysis is based on the theories of:
- a. Freud
 - b. Galton
 - c. Skinner
 - d. Costa

ANS: A PTS: 1

8. The id, ego, and _____ are all structures of the mind in psychoanalysis.
- a. consciousness
 - b. sexual development
 - c. super-ego
 - d. none of the above

ANS: C PTS: 1

9. Instead of internal cognitions or personality processes, behaviourists concentrated on ____.
- a. interviews
 - b. the biology of the brain
 - c. self-perception
 - d. observable behaviour

ANS: D PTS: 1

10. Bandura emphasized the reciprocal determinism of person, behaviour and ____.
- a. organization
 - b. environment
 - c. stimulus
 - d. attitude

ANS: B PTS: 1

11. The influential critique by Mischel about personality traits suggested that ____ had a much stronger influence on behaviour than personality.
- a. intelligence
 - b. situations
 - c. emotion
 - d. life experience

ANS: B PTS: 1

12. Personality traits represent patterns or consistencies in:
- a. Behaviour
 - b. Emotion
 - c. Thought
 - d. All of the above

ANS: D PTS: 1

13. The Big ____ model is the most agreed upon representation of personality traits.
- a. One
 - b. Five
 - c. Seven
 - d. Sixteen

ANS: B PTS: 1

14. Which personality dimension has consistently shown the strongest relationship with job performance?
- a. Emotional stability
 - b. Extraversion
 - c. Agreeableness
 - d. Conscientiousness

ANS: D PTS: 1

15. Cognitive ability leads to better job performance because people are able to:
- a. Acquire more job knowledge.
 - b. Get promoted more quickly.
 - c. Be confident in their ability.
 - d. All of the above.

ANS: A PTS: 1

16. Personality traits predict ____ at work.
- a. satisfaction
 - b. performance
 - c. commitment
 - d. all of the above

ANS: D PTS: 1

17. A generally positive or negative feeling is called:
- a. An emotion
 - b. A personality trait
 - c. A mood
 - d. Affect

ANS: C PTS: 1

18. What is seen as the intersection between personality and emotions?
- a. Mood
 - b. Trait affordances
 - c. Expressionism
 - d. Emotion regulation

ANS: B PTS: 1

19. Internal consistency and test-retest stability are forms of:
- a. Psychometrics
 - b. Validity
 - c. Reliability
 - d. None of the above

ANS: C PTS: 1

20. Cognitive ability is measured through assessments that test _____ and _____ to answer reasoning problems correctly.
- a. capacity and capability
 - b. intelligence and intuition
 - c. adaptability and thinking
 - d. reasoning and openness

ANS: A PTS: 1

21. Psychometric measures of personality typically:
- a. Don't predict anything very well.
 - b. Ask people about how much they agree with statements about their behaviour, thought or emotion.
 - c. Ask people to present themselves favourably.
 - d. Ask people to get a friend to describe their personality.

ANS: B PTS: 1

22. Cronbach's alpha is a way of measuring:
- a. Validity
 - b. Reliability
 - c. Personality
 - d. All of the above

ANS: B PTS: 1

23. Which of the following is not a kind of validity in psychometrics?
- a. Face validity
 - b. Criterion validity
 - c. Construct validity
 - d. Organization validity

ANS: D PTS: 1

24. When tests are used for making HR and personnel decisions, it is particularly important that they demonstrate:
- a. Ease of administration
 - b. Criterion validity
 - c. Reliability
 - d. Answers b and c above
 - e. Answers a and c above

ANS: D PTS: 1

25. The form of validity that examines whether a test predicts important outcomes or variables is called:
- a. Face validity
 - b. Criterion validity
 - c. Construct validity
 - d. Content validity

ANS: D PTS: 1