

CIA考试题：CIA英文试题训练（8）PDF转换可能丢失图片或格式，建议阅读原文

[https://www.100test.com/kao\\_ti2020/86/2021\\_2022\\_CIA\\_E8\\_80\\_83\\_E8\\_AF\\_95\\_E9\\_c53\\_86169.htm](https://www.100test.com/kao_ti2020/86/2021_2022_CIA_E8_80_83_E8_AF_95_E9_c53_86169.htm) 34. In what form of organization does an employee report to multiple managers? A. bureaucracy. B. matrix. C. departmental. D. mechanistic. B yes. A matrix organization (project management) is characterized by vertical and horizontal lines of authority. The project manager borrows specialists from line functions as needed. This manager's authority is limited to the project, and the specialists will otherwise report to the line managers. A. in a bureaucracy, each subordinate reports to a single manager. C no. departmental organization structures represent the typical organization with unified and clear single lines of authority. D no. mechanistic organization structure is another term for a bureaucracy. 35. The relationship between organizational structure and technology suggests that, in an organization using mass production technology (for example, automobile manufacturing), the best structure is A. organic, emphasizing loose controls and flexibility. B. matrix, in which individuals report to both product and functional area managers. C mechanistic, that is, highly formalized, with tight controls. D Integrated, emphasizing cooperation among departments. C yes. According to Joan Woodward's work on the relationship of technology and structure in manufacturing, companies may be categorized as engaged in unit production (units or small batches), mass production (large batches), or process production (continuous processing). Mass production is most

effective if the entity has a mechanistic structure characterized by moderate vertical differentiation, high horizontal differentiation, and high formalization. This structure is one in which tasks are well-defined, most communication is downward, and control is tight. A no. an organic structure is flexible and therefore not suited to mass production. B no. matrix is not a type of structure but rather a type of departmentation. D no. in integrated structure is a nonsense term in this context<sup>36</sup>. The structure of an organization generally follows its overall strategy. At one end are loosely structured, organic organizations. At the other end are highly centralized, tightly controlled, mechanistic organizations. Consider the overall strategy of a company that is a pioneer in the combination of laser and robotic technologies. The company's scientists and engineers hold many patents. They are continually looking for ways to improve their products as well as to introduce new ones. Identify the most appropriate structural option for this organization. A . mechanistic. B imitative C organic D bureaucratic. C yes. Organization structure depends on the company's overall strategy. This organization has adopted an innovation strategy. It introduces major new products or services. The structure that provides the flexibility required for major innovation is organic, a form of organization characterized by a loose structure, low division of labor, low formalization, and decentralization. A no. a mechanistic structure is appropriate for organizations focusing on cost minimization through tight controls, Extensive division of labor, high formalization, and centralization. B no .an imitative strategy is not adopted by true innovators but rather

by companies that move into new markets only after smaller competitors have demonstrated the potential for success. Imitation strategies are best suited to a structure that combines mechanistic and organic components. D no bureaucracies are mechanistic, not organic. 100Test 下载频道开通，各类考试题目直接下载。详细请访问 [www.100test.com](http://www.100test.com)