

# IIA-CIA-PART3<sup>Q&As</sup>

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**QUESTION 1**

Which of the following is true regarding the most recent traitist approach to leadership?

- A. The most recent traitist approach to leadership attempts to identify traits possessed by leaders.
- B. The most recent traitist approach to leadership has produced such a long list of leadership traits that, in effect, the approach identifies nothing.
- C. The most recent traitist approach to leadership is based on scholarship, dependability, and social participation.
- D. The most recent traitist approach to leadership is based on social skills, judgment, maturity, and emotional control.

Correct Answer: D

The most recent traitist approach is based on the emotional intelligence of leaders, that is, their social skills and judgment, maturity, and emotional control. These abilities can be learned, especially when a manager or employee understands that immaturity, erratic behavior, and uncontrolled negative emotions have a bad effect on the workplace.

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**QUESTION 2**

Which of the following devices best controls both physical and logical access to information systems?

- A. Plenum.
- B. Biometric lock.
- C. Identification card.
- D. Electromechanical lock.

Correct Answer: B

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**QUESTION 3**

Which of the following is a staff position in the bank?

- A. The manager of customer service-checking, the department that handles checking account inquiries and transactions.
- B. The directory of personnel, the department that handles the hiring, firing, promotion, etc., of all employees.
- C. The chief loan officer, who is in charge of final approval of all loans.
- D. The vice president in charge of the mortgage department, which handles mortgages on business and residential property.

Correct Answer: B

Staff positions in any organization advise and support the line positions. They indirectly help to achieve the organization's basic objective. Each staff position's authority is, at most, functional. Such authority is exercised only

over activities related to the staff's function or specialty.

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#### QUESTION 4

Which of the following perceptual errors is the tendency for one party to attribute his/her traits to the other party when communicating?

- A. Expectancy.
- B. Projection.
- C. The halo effect.
- D. Stereotyping.

Correct Answer: B

Perception is the process used to adapt the message to the receiver during encoding or to interpret the message from the sender when decoding. Perceptual errors cause misinterpretation of the intended message. Projection is the tendency for the sender to attribute his/her traits, values, and emotions to the receiver and vice versa.

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#### QUESTION 5

Which of the following is a characteristic of a mechanistic organization?

- A. Knowledge by employees tends to be task-specific.
- B. Self-control is preferred to hierarchical control.
- C. Superiors usually have an informational and advisory role.
- D. Communication is horizontal.

Correct Answer: A

A mechanistic organization designs tasks that are specifically designed and have little flexibility. Therefore, the mechanistic organization focuses on task-specific knowledge by its employees.

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