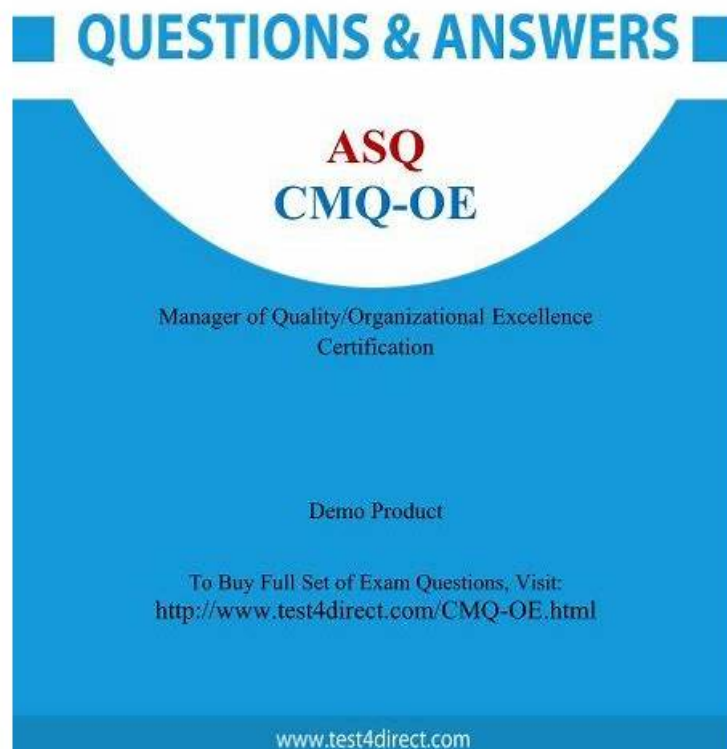


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## ASQ Certified Manager of Quality/Organizational Excellence Exam Sample Questions (Q66-Q71):

### NEW QUESTION # 66

A service y has decided to expand the current focus of its regional territory to all of North America. This decision is an example of

- A. a strategy
- B. a tactical analysis
- C. an action plan
- D. a SWOT analysis

**Answer: A**

Explanation:

Let's break down the options:

\* A. Strategy: A strategy refers to a broad plan or approach designed to achieve specific objectives. In this case, the decision to expand the regional territory to all of North America represents a strategic move aimed at capturing a larger market share and reaching a wider customer base.

\* B. Action Plan: An action plan outlines specific steps, tasks, and timelines for implementing a strategy.

While an action plan would be necessary to execute the expansion, the initial decision itself falls under the category of strategy.

\* C. Tactical Analysis: Tactical analysis involves assessing specific actions or tactics within a broader strategy. It focuses on the details of execution rather than the overall direction. The decision to expand is strategic, and subsequent tactical analyses would follow.

\* D. SWOT Analysis: SWOT (Strengths, Weaknesses, Opportunities, Threats) analysis is a tool used to evaluate an organization's internal and external factors. While a SWOT analysis might inform the strategic decision, it is not the decision itself.

Therefore, the correct answer is a strategy<sup>12</sup>.

References)

### NEW QUESTION # 67

Which of the following steps must be taken to create a successful on-the-job training program?

- A. Developing lesson plans
- B. Identifying appropriate training facilities
- C. Selling performance objectives
- D. Pre-testing the participants

**Answer: A,B,D**

Explanation:

Creating an effective on-the-job training program involves several critical steps. Let's delve into each one:

\* Developing lesson plans:

\* Lesson plans outline the training content, objectives, activities, and assessment methods.

\* They provide a structured approach to training delivery, ensuring consistency across sessions.

\* Lesson plans help trainers organize their materials and allocate time effectively.

\* By following a well-structured plan, trainers can engage participants and achieve the desired learning outcomes.

\* Identifying appropriate training facilities:

\* The choice of training facilities significantly impacts the training experience.

\* Consider factors such as accessibility, comfort, equipment availability, and safety.

\* Adequate facilities enhance the learning environment and contribute to successful training.

\* Whether it's a physical classroom, a virtual platform, or a combination, the facility should meet the training needs.

\* Pre-testing the participants:

\* Pre-testing assesses participants' existing knowledge and skills related to the training topic.

\* It helps trainers understand the baseline competency level of participants.

\* Based on pre-test results, trainers can customize the training content to address specific gaps.

\* Pre-testing ensures that the training is neither too basic nor too advanced for the audience.

In summary, a successful on-the-job training program involves planning (lesson plans), suitable facilities, and understanding participants' starting points (pre-testing). These steps contribute to effective knowledge transfer and skill development.

References:

ASQ Certified Manager of Quality/Organizational Excellence Body of Knowledge (CMQ/OE BoK).  
ASQ. "Certified Manager of Quality/Organizational Excellence Certification Preparation." 1 ASQ. "Manager of Quality/Organizational Excellence Certification CMQ/OE." 2

#### NEW QUESTION # 68

Which of the following are methods for mitigating risks?

- I. Eliminate the condition that may cause a loss to occur
- II. Establish contingency plans
- III. Obtain insurance to cover some of the potential risk
- IV. Self-insure

- A. I only
- B. II, III, and IV only
- C. I, II, III, and IV
- D. I and II only

**Answer: C**

#### NEW QUESTION # 69

Which of the following training evaluation methods is easiest to perform but has the most limited value?

- A. Results
- B. Behavior
- C. Reaction
- D. Learning

**Answer: C**

Explanation:

The Reaction evaluation method assesses participants' immediate response to training, such as their satisfaction with the training experience. While it is relatively easy to collect feedback through surveys or questionnaires, this method provides limited insight into the effectiveness of the training in terms of learning outcomes or behavior change. It primarily captures subjective opinions and feelings rather than objective performance improvements. Therefore, while it serves as a quick gauge of participants' reactions, it does not provide substantial evidence of training impact or organizational improvement<sup>1</sup>.

References: 1: ASQ. (2019). Certified Manager of Quality/Organizational Excellence (CMQ/OE) Body of Knowledge. Retrieved from ASQ CMQ/OE Body of Knowledge<sup>1</sup>.

#### NEW QUESTION # 70

A 500-employee company is being acquired by one of its competitors. How should the company president communicate this change to the employees?

- A. Publish a special issue of the company newsletter
- B. Alert them to pending media announcements
- C. Ask managers to notify employees in their own reporting line
- D. Hold a companywide meeting

**Answer: D**

Explanation:

Holding a companywide meeting is a best practice for communicating significant organizational changes, such as an acquisition. Here are some reasons why this approach is effective:

\* **Direct Communication:** A companywide meeting allows the company president to directly address all employees. It provides a platform for open dialogue, where employees can ask questions and seek clarification.

\* **Transparency:** Transparency is crucial during times of change. By communicating openly in a companywide meeting, the president demonstrates transparency and builds trust with employees.

\* **Consistent Message:** In a companywide meeting, the president can ensure that all employees receive the same message simultaneously. This consistency prevents confusion and minimizes the spread of rumors.

\* Strategic Vision: The president can share the strategic rationale behind the acquisition, emphasizing how it aligns with the company's goals and growth plans. Employees need to understand the purpose and potential benefits of the acquisition.

\* Addressing Concerns: Employees may have concerns about job security, roles, and cultural integration.

A companywide meeting provides an opportunity to address these concerns and provide reassurance.

\* Employee Engagement: Engaging employees early in the process fosters a sense of ownership and involvement. They feel part of the transition rather than passive recipients of information.

Remember that effective communication during an acquisition involves ongoing efforts beyond the initial announcement. Regular updates, Q&A sessions, and opportunities for feedback are essential to support employees through the transition<sup>21</sup>.

## NEW QUESTION # 71

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