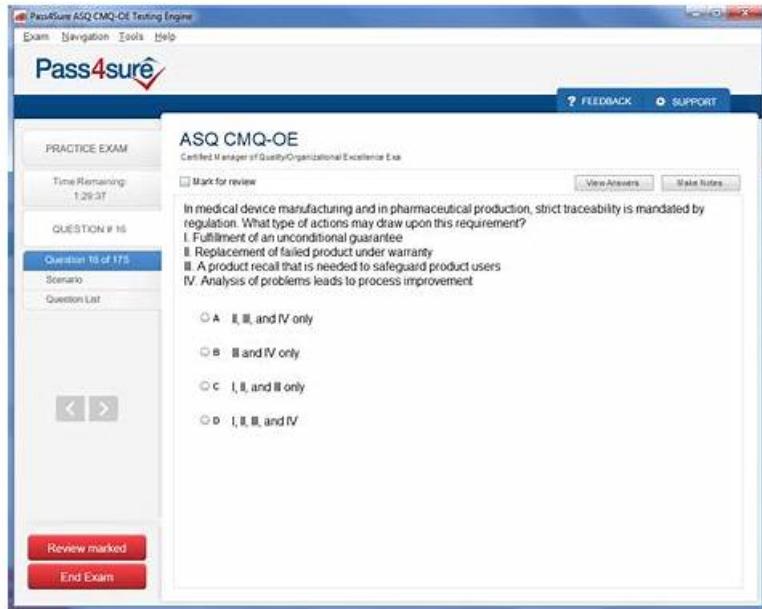


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ASQ Certified Manager of Quality/Organizational Excellence Exam Sample Questions (Q443-Q448):

NEW QUESTION # 443

Which of the following tools or techniques focuses on planning rather than results?

- A. Pareto chart
- B. Cause and effect diagrams
- C. **Quality function deployment**
- D. Statistical process control

Answer: C

NEW QUESTION # 444

Knowledge and application of which of the following management theories and styles would be most useful to a manager dealing with an employee who is performing poorly?

- I. Maslow's hierarchy of needs
- II. Herzberg's two-factor theory
- III. McGregor's theory X and theory Y
- IV. Kolb's experiential learning model
- V. Behavior management - A-B-C analysis
- VI. Hersey-Blanchard's situational leadership model
- VII. Senge's systems thinking

- A. I, II, V, VI
- B. I, III
- C. IV, VII
- D. II, IV, VII

Answer: A

NEW QUESTION # 445

A process capability study is designed to show the

- A. potential for errors in a process
- B. cause of special effects in a process
- C. capacity of a process
- D. **range of variation in process**

Answer: D

NEW QUESTION # 446

Which of the following is the first activity required in strategic planning for quality training?

- A. **Identify the organization's needs**
- B. Specify job performance
- C. Select the instructional strategies
- D. Identify the learners' needs

Answer: A

Explanation:

The first activity in strategic planning for quality training is to identify the organization's needs. This involves understanding the strategic direction of the organization and aligning the training objectives with the organizational goals and objectives. It is essential to determine what skills, knowledge, and competencies are required to achieve the organization's strategic goals, which will then guide the identification of learners' needs and the selection of appropriate instructional strategies.

References:

- * ASQ Manager of Quality/Organizational Excellence Handbook1
- * Strategic Quality Management - Meirc Training & Consulting2
- * Introduction to Quality Management | ASQ3

NEW QUESTION # 447

The most appropriate way to add: a cross-functional team member's lack of perf is by

- A. removing the member from the team
- B. discussing the issue with the team member's supervisor
- C. discussing the issue openly at the next team meeting
- D. providing feedback to the team member

Answer: D

Explanation:

Providing feedback to the team member is a fundamental aspect of effective management. When a team member's performance is lacking, it is crucial to address the issue promptly. Here's why providing feedback is the preferred approach:

* **Constructive Communication:** By discussing the performance issue directly with the team member, you create an open and constructive channel of communication. Avoiding confrontation or discussing the issue indirectly can lead to misunderstandings and hinder improvement.

* **Opportunity for Improvement:** Providing feedback allows the team member to understand their shortcomings and areas for improvement. It encourages self-awareness and provides an opportunity for corrective action.

* **Focus on Development:** Rather than punitive measures like removing the team member from the team, providing feedback emphasizes development. It encourages the team member to learn and grow, ultimately benefiting both the individual and the team.

* **Supervisor Involvement:** While discussing the issue with the team member's supervisor (Option A) is essential for transparency, it may not directly address the performance issue. Supervisors may not have firsthand knowledge of the specific problem, and involving them immediately might escalate the situation unnecessarily.

* **Team Meeting Discussion (Option B):** Discussing the issue openly at the next team meeting can be counterproductive. Publicly addressing performance problems can embarrass the team member and create a negative atmosphere. It's better to provide feedback privately.

* **Removing the Member from the Team (Option D):** Termination should be a last resort. Removing a team member without attempting to address the performance issue constructively can harm team morale and disrupt productivity.

In summary, providing feedback directly to the team member is the most appropriate approach. It allows for a respectful and solution-oriented discussion, fostering growth and improvement within the team!

References: 1 The ASQ Certified Manager of Quality/Organizational Excellence Handbook, Fifth Edition.

Sandra L. Furterer and Douglas C. Wood. ASQ Quality Press, 2021. [Link](#)

NEW QUESTION # 448

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