	<b>کارشناسی</b> حضرت علی(ع): ارزش هر کس به میزان دانایی و تخصص اوست		دانشگاه پیام نور مرکز آزمون وسنجش			
<b>سری سوال:</b> یک ۱	زمان آزمون (دقیقه) : تستی : ۹۰ تشریحی: ۰		تعداد سوالات : تستی : ۳۰ تشریحی : ۰			
			<b>عنــــوان درس:</b> زبان تخصصی ۱			
	ت دولتی (چندبخشی )۱۲۳۴۰۳۱	انی (چندبخشی ) ۱۲۱۲۱۷۵ – ،مدیرید	<b>رشته تحصیلی/کد درس:</b> مدیریت بازرگ			
<sup>1</sup> -This factory has very	<sup>1</sup> -This factory has very good <u>facilities</u> for producing its products. ' Facilities' means					
1. policies	<sup>2.</sup> services	<sup>3.</sup> equipments	<sup>4.</sup> consultants			
2-We mustour efforts to help the organization.						
1. coordinate	<sup>2.</sup> coordinates	<sup>3.</sup> coordinated	<sup>4.</sup> coordination			
3-Technological	<sup>3-</sup> Technologicalis one of the best effects of continuous change of an organization.					
1. barriers	<sup>2.</sup> reduction	<sup>3.</sup> authority	<sup>4.</sup> breakthrough			
4-A successful manager has the ability to determine how much changes employees can <u>withstand</u> . 'Withstand' means						
1. obscure	<sup>2.</sup> encourage	<sup>3.</sup> convince	<sup>4.</sup> resist			
5-The managers can ha	5-The managers can hardly change their employees' <u>attitude</u> . 'Attitude' means					
1. role	<sup>2.</sup> opinion	3. assisstance	<sup>4.</sup> hierarchy			
6-You gave some excuses for not having been at the meeting but those excuses were not very						
1. convincing	<sup>2.</sup> convince	<sup>3.</sup> convincingly	<sup>4.</sup> convincer			
7-This new project will	generate many new jobs.	'generate' means				
1. compete	<sup>2.</sup> refine	<sup>3.</sup> retrieve	<sup>4.</sup> produce			
<sup>8-</sup> Organizational processes can support or <u>inhibit</u> the development of creative ideas. ' Inhibit' means						
1. prevent	<sup>2.</sup> intrigue	<sup>3.</sup> receive	<sup>4.</sup> expose			
<sup>9-</sup> The unemployment <u>rate</u> is a serious problem which won't just disappear overnight. 'Rate' means						
1. labor	<sup>2.</sup> pace	<sup>3.</sup> role	<sup>4.</sup> change			
<sup>10-</sup> They must give a reason.	explanation for wh	at happened. Their expla	nation should be based on			
1. viable	<sup>2.</sup> flexible	<sup>3.</sup> rational	<sup>4.</sup> competitive			
<sup>11</sup> -Since the <u>janitor</u> was sick, the employees cleaned the floor of the office at the end of the day. ' Janotor' means						
1. executive	2. expert	<sup>3.</sup> caretaker	<sup>4.</sup> craftsman			
<sup>12</sup> -The repairs of this factory equipments require a lot of						
1. succession	· · · ·	<sup>2.</sup> expenditure	•			
<sup>3.</sup> stagnation		<sup>4</sup> . working condition	ı			
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<sup>13-</sup> Changing this technology is now <u>operative</u> in this company. 'Operative' means						
1. permanent	<sup>2.</sup> fundamental	<sup>3.</sup> out of use	<sup>4.</sup> in use			
<sup>14-</sup> The managerstheir employees' performance in order to improve their work settings. They examine their performance.						
1. obscure	<sup>2.</sup> operate	<sup>3.</sup> expose	<sup>4.</sup> screen			
<sup>15-</sup> Compensation includes, benefits, and incentives given to employees in exchange for their work.						
1. wages	<sup>2.</sup> integration	<sup>3.</sup> fulfillment	<sup>4.</sup> staffing			
16- <b>The plan of this organi</b>	16-The plan of this organization needs modification. 'Modification' means					
1. regulation	2. research	<sup>3.</sup> downsizing	<sup>4.</sup> changing			
17-Our manager has no	of the probl	em.				
1. comprehend		<sup>2.</sup> comprehensive				
<sup>3.</sup> comprehension		<sup>4.</sup> comprehensively	1			
<sup>18-</sup> You can discuss problems and plan <u>remedial</u> actions by the confrontation meeting. 'Remedial' means						
1. voluntary	<sup>2.</sup> helping	<sup>3.</sup> temporary	<sup>4.</sup> viable			
19- <b>Myis well</b>	-known to all employees					
1. stubborness	<sup>2.</sup> stubborn	<sup>3.</sup> stubbornly	<sup>4.</sup> competitive			
<sup>20-</sup> You need morefrom the buyers in order to improve your products. You need more information about your products from the buyers.						
1. attendance	<sup>2.</sup> feedback	<sup>3.</sup> fulfillment	<sup>4.</sup> renewal			
21-If you do something on your own, you will plan it and decide to do it yourself without anyone telling what to do.						
1. <sub>type</sub>	<sup>2.</sup> longevity	<sup>3.</sup> stabilization	<sup>4.</sup> initiative			
22-Our manager is doubtful that this technology will be financially						
1. integrative	<sup>2.</sup> sequential	<sup>3.</sup> viable	<sup>4.</sup> interpersonal			
23-A model developed by Hellriegel and Slocum shows the relative importance of change to organizational <u>survival</u> . 'Survival' means						
<b>ا</b> صلاح <b>1.</b>	2. ك <sub>ار</sub> آيى	3. <sub>بقاء</sub>	بهره وری .4			

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24-An organization that stimulates creativity is one that develops <u>novel</u> approaches to things. 'Novel' means						
<b>1.</b> تازە	مضر .2	سودآور <sup>3.</sup>	قديمى .4			
25-Managers can use four procedures to determine the <u>training</u> needs of individuals in their organization or subunits. 'Training' means						
آموزشی <b>1.</b>	2. تخصصی	تېليغاتى .3	پژوهشى .4			
<sup>26-</sup> Productivity in all organizations is determined by how human resources interact to the rest of the organization. ' Productivity' means						
توليد 1.	ي <sub>يشرفت</sub> .2	3. توسعه	بهره وری .4			
27-Change after change without <u>stability</u> typically results in confusion. 'Stability' means						
رکود 1.	يكپا <sub>ر</sub> چگى .2	<sub>سرعت</sub> 3.	<b>4</b> . ثبات			
28-Outside <u>consultants</u> and experts are important sources of information for managers. 'Consultants' means						
مشاوران <b>1.</b>	ساختا <sub>رها</sub> .2	مديران .3	كاركنان 4.			
29-The top managers are very <u>apt</u> at doing difficult tasks. 'Apt' means						
وابسته <b>1.</b>	2. <sub>مستعد</sub>	متخصص . <sup>3</sup>	4. <sub>دقیق</sub>			
<sup>30-</sup> The change agent can develope a preliminary <u>diagnosis</u> of the nature of the problem. 'Diagnosis' means						
<b>1.</b> ترديد	تشخيص .2	3. ت <u>هديد</u>	تغيير 4.			