Intervent facilitated the change by showing the employees the manufacturing process. facilitate means		<b>کارشناسی</b> حضرت علی(ع): دانش راهبر نیکویی برای ایمان است		دانشگاه پيام نور مرکز آزمون وسنجش	
1-Management facilitated the change by showing the employees the manufacturing process.         1- spending alot of money       2 make easier or possible         1- looking for new members       2 make easier or possible         1- never       2 always       3 especially         1- never       2 always       3. especially       4 almost         3- considering all parts       4. clever and quick to learn         1- never       2. always       3. especially       4 almost         3- considering all parts       4. clever and quick to learn         1- suit new condition       2. the act of reducing things         3 resist something       4. the business of making things         5- Companies are trying to cut costs and speed decision making byreducing the number of middle managers, reduce means       6. leave without protection         1. make less       9. leave without protection         1. benefit       2. the combining of two or more company         3. danger       4. the process of diagnosing         7- They need to refine oil in order to refine it and separate out the different elements, refine means         1. wake pure or improve       2. discover         3. use for advantage       4. divelop         4. include       3 arrange         5. They must be conninced by pay, benefits, and working conditions to take and ke	<b>سری سوال:</b> یک ۱	دقیقه): تستی: ۱۰۰ تشریحی: ۰	زمان آزمون (	تعداد سوالات: تستی : ۳۰ تشریحی: ۰	
1- Management facilitated the change by showing the employees the manufacturing process. facilitate means				<b>عنـــوان درس:</b> زبان تخصصی ۱	
facilitate means		بریت دولتی (چندبخشی )۱۲۳۴۰۳۱	ی (چندبخشی ) ۱۲۱۲۱۷۵ – ، مد	<b>رشته تحصیلی/گد درس:</b> مدیریت بازرگان <sub>ه</sub>	
3. looking for new members       4. change something slightly.         2-Unemployment in this part of the country is <u>virtually</u> non-existent. virtually means	<u> </u>		he employees the ma	nufacturing process.	
3. looking for new members       4. change something slightly         2-Unemployment in this part of the country is <u>virtually</u> non-existent. virtually means	1. spending alot of mo	ney	<sup>2.</sup> make easier or p	possible	
1. never       2. always       3. especially       4. almost         3. despecially       4. almost         3. despecially       4. almost         3. despecially       2. lasting for very long         3. considering all parts       4. clever and quick to learn         4. the firm manufactures electrical devices. manufacture means       2. the act of reducing things         3. resist something       2. the act of reducing things         3. resist something       2. leave without protection         3. make less       2. leave without protection         3. danger       4. the process of diagnosing         1. benefit       2. the combining of two or more company         3. danger       4. discover         1. make pure or improve       2. discover         3. use for advantage       2. discover         4. arrange       3. arrange         5. They must be convinced by pay, benefits, and working conditions to take and keep the job. convince means         1. make someone certain       2. include         3. make less clear       4. develop	<sup>3.</sup> looking for new me		<sup>4.</sup> change somethi	ng slightly	
1. never       2. always       3. especially       4. almost         3. despecially       4. almost         3. despecially       4. almost         3. despecially       2. lasting for very long         3. considering all parts       4. clever and quick to learn         4. the firm manufactures electrical devices. manufacture means       2. the act of reducing things         3. resist something       2. the act of reducing things         3. resist something       2. leave without protection         3. make less       2. leave without protection         3. danger       4. the process of diagnosing         1. benefit       2. the combining of two or more company         3. danger       4. discover         1. make pure or improve       2. discover         3. use for advantage       2. discover         4. arrange       3. arrange         5. They must be convinced by pay, benefits, and working conditions to take and keep the job. convince means         1. make someone certain       2. include         3. make less clear       4. develop	2-Unemployment in this	part of the country is virtu	ally non-existent. virt	ually means	
<ul> <li>3-Creative people tend to be more flexible than non-creative people. flexible means</li></ul>	. ,	. ,			
1. able to be changed easily       2. lasting for very long         3. considering all parts       4. clever and quick to learn         4. The firm manufactures electrical devices. manufacture means	1. never	<sup>2.</sup> always	<sup>3.</sup> especially	<sup>4.</sup> almost	
<ul> <li>3. considering all parts</li> <li>4. clever and quick to learn</li> <li>4. The firm manufactures electrical devices. manufacture means</li></ul>	3-Creative people tend to	o be more f <u>lexible</u> than no	n-creative people. flex	kible means	
4-The firm manufactures electrical devices. manufacture means	1. able to be changed	easily	<sup>2.</sup> lasting for very l	long	
1. suit new condition       2. the act of reducing things         3. resist something       4. the business of making things         5-Companies are trying to cut costs and speed decision making byreducing the number of middle managers. reduce means         1. make less       2. leave without protection         3. make more       2. leave without protection         4. dismiss from job       6-Their company gives advice about mergers of big companies. merger means         1. benefit       2. the combining of two or more company         3. danger       4. the process of diagnosing         7-They need to refine oil in order to refine it and separate out the different elements. refine means         1. make pure or improve       2. discover         3. use for advantage       4. arrange         8-They must be convinced by pay, benefits, and working conditions to take and keep the job. convince means         1. make someone certain       2. include         3. make less clear       4. develop	3. considering all parts	i	<sup>4.</sup> clever and quick	to learn	
1. suit new condition       2. the act of reducing things         3. resist something       4. the business of making things         5-Companies are trying to cut costs and speed decision making byreducing the number of middle managers. reduce means         1. make less       2. leave without protection         3. make more       2. leave without protection         4. dismiss from job       6-Their company gives advice about mergers of big companies. merger means         1. benefit       2. the combining of two or more company         3. danger       4. the process of diagnosing         7-They need to refine oil in order to refine it and separate out the different elements. refine means         1. make pure or improve       2. discover         3. use for advantage       4. arrange         8-They must be convinced by pay, benefits, and working conditions to take and keep the job. convince means         1. make someone certain       2. include         3. make less clear       4. develop	4-The firm manufactures	electrical devices, manufa	acture means	1. A 1. C	
3. resist something       4. the business of making things         5-Companies are trying to cut costs and speed decision making byreducing the number of middle managers. reduce means         1. make less       2. leave without protection         3. make more       4. dismiss from job         6-Their company gives advice aboutmergers of big companies. merger means       4. dismiss from job         6-Their company gives advice aboutmergers of big companies. merger means       1. benefit         1. benefit       2. the combining of two or more company         3. danger       4. the process of diagnosing         7-They need to refine oil in order to refine it and separate out the different elements. refine means         1. make pure or improve       2. discover         3. use for advantage       4. arrange         8-They must be convinced by pay, benefits, and working conditions to take and keep the job. convince means         1. make someone certain       2. include         3. make less clear       4. develop         9-The most overlooked skill of successful change agent is the ability to determine how much changes employees can withstand. withstand means		DDC	1.01		
5-Companies are trying to cut costs and speed decision making byreducing the number of middle managers, reduce means         1. make less       2. leave without protection         3. make more       4. dismiss from job         6-Their company gives advice about mergers of big companies. merger means					
6-Their company gives advice about mergers of big companies. merger means 1. benefit 2. the combining of two or more company 3. danger 4. the process of diagnosing 7-They need to refine oil in order to refine it and separate out the different elements. refine means 1. make pure or improve 2. discover 3. use for advantage 4. arrange 8-They must be convinced by pay, benefits, and working conditions to take and keep the job. convince means 1. make someone certain 2. include 3. make less clear 4. develop 9-The most overlooked skill of successful change agent is the ability to determine how much changes employees can withstand. withstand means	managers. reduce mea 1. make less	شگاه آنلاین ن <del>مونه ش</del>	ور اکمر <sup>2.</sup> leave without p	از مون های rotection	
1. benefit       2. the combining of two or more company         3. danger       4. the process of diagnosing         7-They need to refine oil in order to refine it and separate out the different elements. refine means         1. make pure or improve       2. discover         3. use for advantage       4. arrange         8-They must be convinced by pay, benefits, and working conditions to take and keep the job. convince means         1. make someone certain       2. include         3. make less clear       4. develop         9-The most overlooked skill of successful change agent is the ability to determine how much changes employees can withstand. withstand means			-	neans	
3. danger 4. the process of diagnosing   7-They need to refine oil in order to refine it and separate out the different elements. refine means   1. make pure or improve 2. discover   3. use for advantage 4. arrange   8-They must be convinced by pay, benefits, and working conditions to take and keep the job. convince means   1. make someone certain 2. include   3. make less clear 4. develop		<u> </u>			
<ul> <li>7-They need to refine oil in order to refine it and separate out the different elements. refine means</li> <li>1. make pure or improve</li> <li>2. discover</li> <li>3. use for advantage</li> <li>4. arrange</li> </ul> 8-They must be convinced by pay, benefits, and working conditions to take and keep the job. convince means <ul> <li>1. make someone certain</li> <li>3. make less clear</li> <li>2. include</li> <li>4. develop</li> </ul> 9-The most overlooked skill of successful change agent is the ability to determine how much changes employees can withstand. withstand means	<sup>3.</sup> danger		_		
<ul> <li><sup>3.</sup> use for advantage</li> <li><sup>4.</sup> arrange</li> <li>8-They must be convinced by pay, benefits, and working conditions to take and keep the job. convince means</li> <li><sup>1.</sup> make someone certain</li> <li><sup>2.</sup> include</li> <li><sup>3.</sup> make less clear</li> <li><sup>4.</sup> develop</li> </ul> 9-The most overlooked skill of successful change agent is the ability to determine how much changes employees can withstand. withstand means	7-They need to refine oil	in order to <u>refine</u> it and se			
<ul> <li><sup>3.</sup> use for advantage</li> <li><sup>4.</sup> arrange</li> <li>8-They must be convinced by pay, benefits, and working conditions to take and keep the job. convince means</li> <li><sup>1.</sup> make someone certain</li> <li><sup>2.</sup> include</li> <li><sup>3.</sup> make less clear</li> <li><sup>4.</sup> develop</li> </ul> 9-The most overlooked skill of successful change agent is the ability to determine how much changes employees can withstand. withstand means	1. make pure or impro	دانلود رایگان نمونه	2. discover		
convince means       1. make someone certain       2. include         3. make less clear       4. develop         9-The most overlooked skill of successful change agent is the ability to determine how much changes employees can withstand. withstand means		منابع ب			
<ul> <li><sup>3.</sup> make less clear</li> <li><sup>4.</sup> develop</li> <li><sup>9-</sup>The most overlooked skill of successful change agent is the ability to determine how much changes employees can <u>withstand</u>. withstand means</li> </ul>			orking conditions to ta	ake and keep the job.	
<ul> <li><sup>3.</sup> make less clear</li> <li><sup>4.</sup> develop</li> <li><sup>9-</sup>The most overlooked skill of successful change agent is the ability to determine how much changes employees can <u>withstand</u>. withstand means</li> </ul>	1. make someone cert	ain IR COM	<sup>2.</sup> include		
changes employees can withstand. withstand means		1010-00111	4. develop		
			•	etermine how much	
				<sup>4.</sup> recognize	

	<b>کارشناسی</b> حضرت علی(ع): دانش راهبر نیکویی برای ایمان است		دانشگاه پیام نور مرکز آزمون وسنبش			
<b>سری سوال :</b> یک ۱	<b>ز (دقیقه) : تستی : ۱۰۰ تشریحی: ۰</b>	: • زمان آزمون	تعداد سوالات: تستی: ۳۰ تشریحی عن <b>سوان درس:</b> زبان تخصصی ۱			
	دیریت دولتی (چندبخشی )۱۲۳۴۰۳۱	بازرگانی (چندبخشی ) ۱۲۱۲۱۷۵ - ، م	<b>رشته تحصیلی/کد درس:</b> مدیریت			
<sup>10-</sup> Many are doubtful that this technology will ever be financiall <u>wiable</u> . viable means						
<ol> <li>able to continue to ex</li> </ol>	ist	<sup>2.</sup> having the power of r	reason			
3. tend to destroy something		4. describing a product				
11-Changing an organization	n is the process of	an existing organiza	tion.			
1. modifying	<sup>2.</sup> accepting	<sup>3.</sup> resulting	<sup>4.</sup> surviving			
12-The plan was not very w	ell					
1. coordinated	<sup>2.</sup> coordination	<sup>3.</sup> coordinator	<sup>4.</sup> coordinatively			
13-Computers are used to store and information efficiently.						
1. focus	<sup>2.</sup> reject	<sup>3.</sup> lose	<sup>4.</sup> retrieve			
14-These measures will increase the company's ability to income.						
1. generate	<sup>2.</sup> demand	3. become	<sup>4.</sup> employ			
15-He attributed his	to two factors- taki	ng exercise and not smoki	کار ش.			
1. regulation	2. sequence	<sup>3.</sup> longevity	4. severance			
16-They have tried to take t	he in dealing	with the problem.	ازمون ه			
1. unity	<sup>2.</sup> diagnosis		<sup>4.</sup> initiative			
17-Her knowledge	all aspects of the busin		4			
1. encompasses	<sup>2.</sup> guides	<sup>3.</sup> encourages	<sup>4.</sup> obscures			
<sup>18</sup> -Some experts think that	-					
1. distribution	2. exploitation	<sup>3.</sup> reduction	<sup>4.</sup> intervention			
<sup>19-</sup> It is studying or examining an activity which takes place in the course of business. it refers						
to 1. working condition	دانلود رايكان تمون	<sup>2.</sup> team building				
<sup>3.</sup> transaction analysis	منابع ر	4. test marketing				
20- <u>It</u> includes the direct wages, benefits, and incentives given to employees in exchange for their						
work. it refers to	es, benefits, and incentiv	es given to employees in e	exchange for their			
1. management	2. compensation	<sup>3.</sup> development	4. evaluation			
<sup>21</sup> -The company needs to return to <u>profitability</u> extremely soon. profitability means						
<b>1.</b> <sub>سوددهی</sub>	گروه بندی .2	بازاريابى 3.	برنامه ریزی .4			
ــــــــــــــــــــــــــــــــــــــ	1897-9 <b>%</b>	سیسال دوم	1010/101023640			

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دانشگاه پیام نور مرکز آزمون وسنجش **کار شناس**ی حضرت على(ع): دانش راهبر نيكويي براي ايمان است تعداد سوالات: تستى: 30 تشريحي: • سری سوال: یک ۱ زمان آزمون (دقيقه): تستى: ١٠٠ تشريحي: • عنوان درس: زبان تخصصي ١ **رشته تحصیلی/کد درس:**مدیریت بازرگانی (چندبخشی ) ۱۲۱۲۱۷۵ – ، مدیریت دولتی (چندبخشی ) ۱۲۳۴۰۳۱ 22-A conglomerate chemical company has different divisions in different parts of the country. conglomerate means..... شركت بزرگ 4 محاد اقدام احتياطي 3. حافت مقام بزرگ 2. محمد تلفيق تجارى 1. 23-The employers have a process consultation to decide whether to increase their workers wages. process consultation means..... موسسه بازرگانی .2 مشاوره مراحل عمليات 1. 4. منبع انسانی مسئول دريافت اطلاعات .3 24-The job rotation is used on a smaller scale whithin a working group in that factory. job rotation means..... گردش کار 1. تحقيق كارى 2. جستجوی کار .3 شرايط کاري .4 25-Management should conduct periodic reviews to make sure that the change is accomplishing itsintended purpose. periodic review means..... عامل تغيير 4. سبب و بازنگرى ادوارى 3. مقررى بازنشستگى 1. 26-A fear of unemployment is one of the factors behind the current stagnation in the property فر وشكاه انالر .....market. stagnation means.... توالى 3. تلفيق .2 **1.** كسادى توسعه 4. FSTORE.IR 27-His task assignment was to collect unclear evidance for investigation. task assignment means..... موجودی انبار .2 برداخت يهره 3. ابتكارعمل 1. واگذاری کار .4 28-While a high rate of innovation often reduces short-term profitability, it is crucial for long-term growth.crucial means..... حیاتی <sup>.2</sup> همیشگی **1.** موقتى .3 4. اصلاح<u>م</u> 29- We will be running a workshop on women's<u>empowerment</u>. empowerment means..... ھماھنگی 2. 3. كارآيى <mark>4.</mark> تشخيص اختيار 1. 30-In organizations that favor stability over growth, a traditional caretaker style of management may be prefered. stability means..... بازخورد 3. رقابت 2. ثيات .4 پيشرفت 1. = نیمسال دوم ۹۳-۱۳۹۲ 💳 صفحه ۳ از ۳ ا