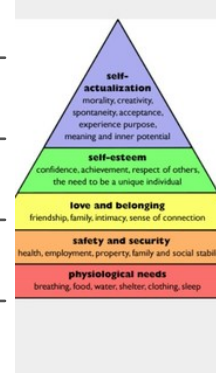


Motivational Theories

Score: _____

1. State three problems of using Maslow's hierarchy?



2. Explain what hygiene factors are?

Herzberg's Hygiene and Motivational Factors



3. Why are hygiene factors not considered to be motivators?

Herzberg's Hygiene and Motivational Factors



4. List five methods of financial motivation?



5. Vroom's theory is called an expectancy theory, because people are motivated if they think their effort will be rewarded with a reward they want. They then expect that if they perform, they will get the reward?

- (A) True
- (B) False

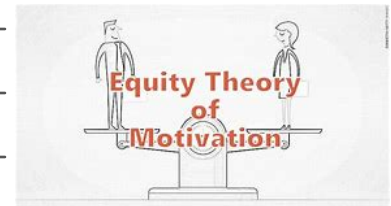


6. Give a short explanation of the forms of non-financial motivation listed below:

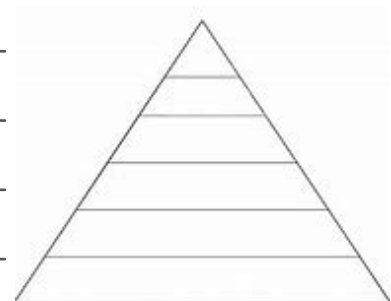
- job enlargement:
- job enrichment:
- team working:
- empowerment:



7. According to Adams's equity theory, what would demotivate employees?



8. Label the different stages of Maslow's hierarchy of needs?



9. Maslow and Herzberg theories focus on the relationship between internal needs and the resulting effort used to fulfil them?

- A True
- B False



10. Vroom's expectancy theory separates effort (which arises from motivation), performance, and outcome?

- A True
- B False



11. You could hold a staff member's career back by not providing enough challenging assignments for him or her?

- A True
- B False

12. Explain how you could effectively delegate?
