

Test – Lecture 9

Terms Matching Exercise

- | | |
|-----------------------------|-------------------------|
| A. need hierarchy | B. safety needs |
| C. social needs | D. three-needs theory |
| E. self-actualization needs | F. need for affiliation |
| G. need for power | H. goal-setting theory |
| I. equity theory | J. expectancy theory |

1. was established by Maslow.
2. identifies need for achievement, need for power and need for affiliation as three major relevant motives.
3. the highest level in Maslow's hierarchy of needs.
4. are the second level of needs in Maslow's hierarchy.
5. states that people compare their own efforts and outcomes with those of relevant other people.
6. may be found in an individual who emphasizes helping others achieve their goals.
7. states that specific goals increase performance.
8. is the point in Maslow's hierarchy at which physical or quasi-physical needs are already satisfied.
9. is based on the effort → performance → reward linkage.
10. is similar to Maslow's social needs.

Multiple Choice Exercise

1. According to Maslow's theory once the physiological needs were satisfied the would act as motivators.
 - a. social needs;
 - b. biological needs;
 - c. safety needs;
 - d. esteem needs;
 - e. psychological needs.
2. Jo Jo is a highly successful fashion designer. Jo Jo is very confident and feels she has accomplished a great deal. Jo Jo is motivated by the challenge of her job and the opportunity to do more. Jo Jo will likely be motivated by on Maslow's hierarchy.
 - a. esteem needs;
 - b. social belonging;
 - c. psychological needs;
 - d. self-actualization;
 - e. security needs.

3. Which of the following is stated as a need in McClelland's model?
 - a. security;
 - b. self-actualization;
 - c. esteem;
 - d. affiliation;
 - e. belonging.
4. F. Herzberg developed an important theory of motivation. This theory was the
 - a. hierarchy of needs theory of motivation;
 - b. two-factor theory of motivation;
 - c. achievement motivation theory;
 - d. reinforcement theory of motivation;
 - e. expectancy theory of motivation.
5. Tom Donovan really values a pay increase at this time and feels he can far exceed the performance standards set for his department this year, provided he puts forth the effort. However, profits for the company are down and all indications are that there will be a wage freeze in place by the end of the month. Based on expectancy theory it would be predicted that Tim will
 - a. be negatively motivated;
 - b. have very little if any motivation to perform well;
 - c. have a moderate level of motivation to perform well;
 - d. have a high level of motivation to perform well;
 - e. none of the above.
6. Tony hates the chewing out he gets from his Dad when he comes in late. To avoid his Dad being furious, Tony comes in early. Tony is changing his behavior based on
 - a. negative reinforcement;
 - b. positive reinforcement;
 - c. punishment;
 - d. verbal reinforcement;
 - e. extinction.

True or False Exercise

- T F 1. Generally speaking, motivation is easily observed directly.
- T F 2. Psychological needs are the first level of needs in Maslow's hierarchy of needs.

Key to exercises – Lesson 9

Terms Matching Exercise

1A; 2D; 3E; 4B; 5I; 6G; 7H; 8C; 9J; 10F

Multiple Choice Exercise

1C; 2D; 3D; 4B; 5B; 6A

True or False Exercise

1F; 2F;