

19 Lecture - MGT211

Important Mcqs

1. Which of the following is a contemporary motivational theory?

- A) Maslow's Hierarchy of Needs
- B) Expectancy Theory
- C) Herzberg's Two-Factor Theory
- D) Alderfer's ERG Theory

Answer: B

2. Which of the following is not a component of Self-Determination Theory?

- A) Autonomy
- B) Competence
- C) Relatedness
- D) Expectancy

Answer: D

3. According to Equity Theory, which of the following is a source of tension for employees?

- A) Overcompensation
- B) Undercompensation
- C) Promotion opportunities
- D) Fringe benefits

Answer: B

4. Which of the following is a key concept of Goal-Setting Theory?

- A) Task feedback
- B) Task complexity
- C) Task significance
- D) Task variety

Answer: A

5. Which of the following is not a core element of the Job Characteristics Model?

- A) Task identity
- B) Autonomy
- C) Feedback
- D) Perceived organizational support

Answer: D

6. According to Self-Efficacy Theory, which of the following is a key determinant of an individual's self-efficacy?

- A) Expectancy
- B) Valence
- C) Outcome goals
- D) Prior experiences

Answer: D

7. **Which of the following is a limitation of Expectancy Theory?**

- A) It fails to account for individual differences
- B) It ignores the importance of intrinsic motivation
- C) It assumes that individuals make rational decisions
- D) It is too complex to be practically applied

Answer: C

8. **Which of the following is not a need category in the Self-Determination Theory?**

- A) Autonomy
- B) Competence
- C) Relatedness
- D) Esteem

Answer: D

9. **According to the Job Characteristics Model, which of the following is a critical psychological state?**

- A) Autonomy
- B) Skill variety
- C) Task significance
- D) Experienced meaningfulness of work

Answer: D

10. **Which of the following is a limitation of Self-Determination Theory?**

- A) It ignores the importance of extrinsic rewards
- B) It does not consider cultural differences
- C) It fails to account for individual differences
- D) It lacks empirical support

Answer: B