## 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