

# 19 Lecture - MGT211

## Important Subjective

1. **What is the definition of motivation?**

Answer: Motivation is the driving force that helps individuals to achieve their goals and desires.

2. **What is the difference between intrinsic and extrinsic motivation?**

Answer: Intrinsic motivation comes from within an individual, such as a personal interest in a task or a sense of satisfaction. Extrinsic motivation is external to the individual, such as rewards, recognition, or punishment.

3. **What is self-determination theory?**

Answer: Self-determination theory proposes that individuals have innate psychological needs for autonomy, competence, and relatedness, and that these needs drive motivation.

4. **How does self-efficacy influence motivation?**

Answer: Self-efficacy is an individual's belief in their ability to succeed at a task. Higher levels of self-efficacy can lead to greater motivation to take on challenging tasks.

5. **What is the job characteristics model?**

Answer: The job characteristics model is a framework that identifies the key factors that influence job satisfaction and motivation, including skill variety, task identity, task significance, autonomy, feedback, and work environment.

6. **What is the equity theory of motivation?**

Answer: The equity theory of motivation proposes that individuals are motivated by a sense of fairness and justice, and will compare their own inputs (such as effort or contributions) to their outcomes (such as rewards or recognition) with those of others.

7. **How does goal setting theory relate to motivation?**

Answer: Goal setting theory suggests that individuals are motivated by specific, challenging goals, and that the level of motivation is influenced by factors such as feedback, goal difficulty, and goal acceptance.

8. **What is the self-regulation theory of motivation?**

Answer: The self-regulation theory of motivation suggests that individuals set goals and then use various strategies, such as self-monitoring and self-reward, to regulate their own behavior and increase their motivation.

9. **How do organizational culture and leadership influence motivation?**

Answer: Organizational culture and leadership can influence motivation by shaping the values and beliefs of employees, creating a sense of community and purpose, and providing direction and support.

10. **How can motivation be effectively managed in the workplace?**

Answer: Motivation can be effectively managed by providing challenging tasks, offering rewards and recognition, fostering a positive work environment, providing clear goals and feedback, and supporting employee autonomy and self-regulation.