## 20 Lecture - MGT211

### **Important Mcqs**

- 1. Who proposed the Two Factor Theory of Motivation?
  - a) Douglas McGregor
  - b) Abraham Maslow
  - c) Frederick Herzberg
  - d) Clayton Alderfer

Answer: c) Frederick Herzberg

- 2. What is the other name for the Two Factor Theory?
  - a) Theory X and Theory Y
  - b) Hierarchy of Needs Theory
  - c) ERG Theory
  - d) Motivation-Hygiene Theory

Answer: d) Motivation-Hygiene Theory

- 3. Which factors are considered as hygiene factors in the Two Factor Theory?
  - a) Achievement, recognition, and growth
  - b) Responsibility, advancement, and opportunity for promotion
  - c) Pay, company policies, and working conditions
  - d) Job satisfaction, engagement, and commitment

Answer: c) Pay, company policies, and working conditions

- 4. Which factors are considered as motivators in the Two Factor Theory?
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  - d) Job satisfaction, engagement, and commitment

Answer: a) Achievement, recognition, and growth

- 5. According to the Two Factor Theory, which factor is responsible for creating dissatisfaction among employees?
  - a) Hygiene factors
  - b) Motivators
  - c) Intrinsic factors
  - d) Extrinsic factors

Answer: a) Hygiene factors

- 6. Which of the following is an example of a hygiene factor according to the Two Factor Theory?
  - a) Challenging work
  - b) Promotion opportunities
  - c) Recognition for achievements
  - d) Safe working conditions

Answer: d) Safe working conditions

#### 7. Which theory is similar to the Two Factor Theory?

- a) Maslow's Hierarchy of Needs Theory
- b) Equity Theory
- c) Expectancy Theory
- d) Self-Determination Theory

Answer: a) Maslow's Hierarchy of Needs Theory

#### 8. Which factor is considered as the most important motivator in the Two Factor Theory?

- a) Achievement
- b) Recognition
- c) Growth
- d) Responsibility

Answer: a) Achievement

#### 9. Which of the following is a limitation of the Two Factor Theory?

- a) It does not consider individual differences.
- b) It does not take into account the social context.
- c) It focuses only on intrinsic motivation.
- d) It assumes that all employees have the same needs.

Answer: d) It assumes that all employees have the same needs.

# 10. Which approach is recommended for increasing employee motivation according to the Two Factor Theory?

- a) Providing more pay and benefits
- b) Providing more recognition and opportunities for growth
- c) Providing more job security and stability
- d) Providing more rules and regulations

Answer: b) Providing more recognition and opportunities for growth