

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?**

- 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: 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