

# 20 Lecture - MGT211

## Important Subjective

- 1. What is Two Factor Theory and who developed it?**  
Answer: Two Factor Theory is a motivation theory developed by Frederick Herzberg in the 1950s that identifies two types of factors that motivate or demotivate employees: hygiene factors and motivators.
- 2. What are the hygiene factors in Two Factor Theory?**  
Answer: Hygiene factors are the basic factors that need to be met for an employee to be satisfied with their job, such as working conditions, salary, company policies, and interpersonal relationships.
- 3. What are the motivators in Two Factor Theory?**  
Answer: Motivators are the factors that lead to job satisfaction and motivate employees to perform at a higher level, such as recognition, achievement, responsibility, and personal growth.
- 4. How can organizations use Two Factor Theory to motivate employees?**  
Answer: Organizations can use Two Factor Theory by ensuring that hygiene factors are met to prevent job dissatisfaction, and by providing opportunities for employees to experience motivators, such as recognition and personal growth.
- 5. How does Two Factor Theory differ from other motivation theories?**  
Answer: Two Factor Theory differs from other motivation theories in that it focuses on both the factors that cause job dissatisfaction and those that lead to job satisfaction, whereas other theories may only focus on one aspect of motivation.
- 6. What is the relationship between hygiene factors and motivators in Two Factor Theory?**  
Answer: The relationship between hygiene factors and motivators in Two Factor Theory is that hygiene factors must be met to prevent job dissatisfaction, but they do not necessarily lead to job satisfaction. Motivators, on the other hand, are the factors that lead to job satisfaction and motivation.
- 7. How can an organization identify the hygiene factors and motivators that are important to their employees?**  
Answer: An organization can identify the hygiene factors and motivators that are important to their employees through surveys, interviews, and focus groups to gather employee feedback.
- 8. How can an organization use Two Factor Theory to improve employee retention?**  
Answer: An organization can use Two Factor Theory to improve employee retention by addressing hygiene factors to prevent job dissatisfaction, and by providing opportunities for employees to experience motivators to increase job satisfaction.
- 9. How can an organization use Two Factor Theory to improve employee performance?**  
Answer: An organization can use Two Factor Theory to improve employee performance by identifying the motivators that are important to employees and providing opportunities for employees to experience them, such as recognition and responsibility.

10. **Can Two Factor Theory be applied in all types of organizations?**

Answer: Yes, Two Factor Theory can be applied in all types of organizations, as it focuses on the basic needs and motivators of employees that are universal in all industries and job roles.