

21 Lecture - MGT211

Important Mcqs

1. **Which of the following is not a strategy for enhancing job satisfaction?**
- a) Providing opportunities for growth and development
 - b) Encouraging social support and interaction
 - c) Reducing employee autonomy and control
 - d) Creating a positive work environment

Answer: c) Reducing employee autonomy and control

2. **Which of the following is a benefit of enhancing job satisfaction?**
- a) Increased employee turnover
 - b) Decreased productivity
 - c) Increased absenteeism
 - d) Increased job performance

Answer: d) Increased job performance

3. **Which of the following is an example of a non-monetary reward?**
- a) A cash bonus
 - b) A promotion
 - c) Public recognition
 - d) A pay raise

Answer: c) Public recognition

4. **Which of the following is a disadvantage of using extrinsic rewards?**
- a) They do not motivate employees
 - b) They can lead to job dissatisfaction
 - c) They can only be used with high-performing employees
 - d) They are not cost-effective

Answer: b) They can lead to job dissatisfaction

5. **Which of the following is an example of a flexible work arrangement?**
- a) Telecommuting
 - b) Mandatory overtime
 - c) Shift work
 - d) A fixed work schedule

Answer: a) Telecommuting

6. **Which of the following is a disadvantage of using a job enrichment strategy?**
- a) It can lead to job boredom
 - b) It can increase job variety

- c) It can decrease job autonomy
- d) It can decrease job satisfaction

Answer: a) It can lead to job boredom

7. **Which of the following is a way to enhance employee autonomy and control?**
- a) Micromanaging employees
 - b) Limiting employee decision-making
 - c) Providing employees with resources and support
 - d) Discouraging employee feedback and suggestions

Answer: c) Providing employees with resources and support

8. **Which of the following is a benefit of providing employee feedback and recognition?**
- a) Decreased employee motivation
 - b) Increased employee satisfaction
 - c) Decreased employee turnover
 - d) Decreased employee productivity

Answer: b) Increased employee satisfaction

9. **Which of the following is a way to enhance employee social support and interaction?**
- a) Encouraging employees to work independently
 - b) Discouraging employee collaboration
 - c) Providing opportunities for team-building activities
 - d) Reducing employee interaction

Answer: c) Providing opportunities for team-building activities

10. **Which of the following is an example of a job characteristic that can enhance job satisfaction?**
- a) Low job variety
 - b) Low job autonomy
 - c) High job significance
 - d) High job boredom

Answer: c) High job significance