

# 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**