

Quiz

Question 1

According to some industrial psychologists, _____ is a function of motivation times ability times situational constraints.

answer choices

leadership skill

creativity

job performance

performance valence

Question 2

For workers to accept organisational goals, the workers must:

answer choices

respond to an autocratic management style

trust management

not require any more training in order to achieve the goal

operate outside the organisational communication channel

Question 3

The goal of the Apollo moon flight was to put a man on the moon. According to Giridhar Sai, who worked at NASA on the Apollo mission, the flight was off-course 90 per cent of the time between here and the moon. However, Apollo used _____ that allowed it to make rapid course corrections.

answer choices

performance feedback

the concept of synergy is faulty

one of the components that leads to job performance was weak

nothing motivates some people

Question 4

According to Babanjeet Singh, a former Domino's Pizza vice president, 'To achieve results, you've got to properly define the goal—and that's not always easy. Vague goals are worthless. For instance, 'Work harder!' isn't a goal that motivates anybody. But 'increase productivity by 12 per cent within three weeks' – that is a clear, useful goal'. Vlcek is discussing:

answer choices

performance feedback

goal congruity

goal specificity

goal difficulty

Question 5

Since 1960, the Paralympics for disabled athletes has been an integral part of the Olympic Games, yet the USOC pays disabled athletes only 10 per cent of what the Olympic athletes are paid. For disabled athletes who believe their efforts will not be fairly rewarded, the motivation to win a Paralympics medal might have a(n):

answer choices

low valence

strong expectancy

low performance value

high valence

Question 6

According to a survey done on the teaching evaluations university students complete at the end of a semester, the most important outcome, as identified by engineering students, is considered to be the improvement of teaching. For engineering students who believe their efforts will lead to better teaching, the motivation to fill out a teaching evaluation would have a:

answer choices

low valence

weak expectancy

low performance value

high valence

Question 7

On the television series Lost, a group of survivors sincerely believed that if they built a raft, they could float on it out into a shipping lane and be rescued. In terms of expectancy theory, the raft builders had a:

answer choices

low degree of instrumentality

low valence

potential for over-reward

high level of expectancy

Question 8

According to the text, _____ is the set of forces that initiates, directs and makes people persist in their efforts to accomplish a goal.

answer choices

attitude

self-management

persistence

motivation

Question 9

A group of actors gather to read the critical reviews of a new play they presented to audiences last night. The actors are looking for _____ rewards.

answer choices

extrinsic

psychological

assigned

intangible

Question 10

Although the advent of professional women's sporting leagues has led to dramatic increases in opportunities for women in sports at high school, university and professional levels, significant discrepancies still exist between men's and women's sport. For example, women receive less media coverage, promotion and institutional support. According to equity theory, media coverage, access, promotion and institutional support are all examples of undesirable _____ for female athletes.

answer choices

referents

valences

expectancies

outcomes