

Week 3 Quiz

LATEST SUBMISSION GRADE

100%

1. What role does motivation play within organizations and why do managers need to think about how to motivate employees? (Please select the correct option).

1 / 1 point

- ☒ Using motivational drivers effectively allows managers to give better direction to the effort of employees.
- ☐ Using motivational drivers effectively disempowers employees
- ☐ Motivating employees effectively makes organizations slow moving and bureaucratic
- ☐ Focusing on motivating employees allows managers to move up their hierarchy of needs to meet their physiological needs.



Correct

If you have selected this option, you are correct.

2. What is the relationship between Douglas MacGregor's Theory X and Theory Y; and intrinsic motivation and extrinsic motivation? (Please select the correct option)

1 / 1 point

- ☐ There is no relationship between Douglas MacGregor's Theory X and Theory Y; and intrinsic motivation and extrinsic motivation.
- ☐ Theory X is very closely linked to the concept of intrinsic motivation while Theory Y is very closely linked to the concept of extrinsic motivation.
- ☐ Theory X is very closely linked to the concept of extrinsic motivation and Theory Y is also very closely linked to the concept of extrinsic motivation.
- ☒ Theory X is very closely linked to the concept of extrinsic motivation while Theory Y is very closely linked to the concept of intrinsic motivation.



Correct

If you have selected this option, you are correct.

3. For which kind of outcomes are material drivers relatively more useful? (Please select the correct option)

1 / 1 point

- ☐ Doing good for the society

- ☐ Mobilizing followers
- ☐ Creative outcomes
- ☒ Narrow outcomes

**Correct**

If you have selected this option, you are correct.

4. Intrinsic motivators based on personal drivers are **more suitable** for which of the following four job roles? (Please select the correct option)

1 / 1 point

- ☐ Unskilled labour
- ☐ Assembly line workers
- ☒ Scientists
- ☐ Shareholders

**Correct**

If you have selected this option, you are correct.

5. Based on the discussion in Module 1 and Module 3, which of the following is true about the drivers of change in the business world and the principle of motivation? (Please select all that apply)

1 / 1 point

- ☐ Concerns around sustainability are making extrinsic motivators more important
- ☒ Technology is making it easier for us to motivate people in different ways

**Correct**

If you have selected this option, you are correct. Technology is making it easier to motivate people in new ways. Specifically, technology makes it easier to use personal and social drivers to motivate people.

- ☐ People in emerging market countries require different motivational systems
- ☒ Social changes are leading to changes in the way we need to motivate people

✓ **Correct**

If you have selected this option, you are correct. Social changes are changing the preferences of the new generation whose expectations from their professional life are very different from the earlier workforce. Thus, it is changing the way organizations need to motivate people.

6. Which of the following is a limitation common to all four principles of the traditional management model? (Please select the correct option)

1 / 1 point

- ☐ They provide a direct link between input and output
- ☒ They tend to reduce innovation and creativity
- ☐ They are too complicated to manage
- ☐ They take control from the hands of the management

✓ **Correct**

If you have selected this option, you are correct.

7. Consider the two examples of organizational objectives below:

1 / 1 point

“At Microsoft, our mission is to enable people and businesses throughout the world to realize their full potential.” (<http://www.microsoft.com/enable/microsoft/mission.aspx>)

“Facebook’s mission is to give people the power to share and make the world more open and connected.” (<http://investor.fb.com/faq.cfm>)

Which of the above is an example of objectives set through obliquity? (Please select one option)

- ☒ Both Microsoft and Facebook
- ☐ Neither Microsoft nor Facebook
- ☐ Only Facebook
- ☐ Only Microsoft

✓ **Correct**

If you have selected this option, you are correct.

8. Which of the following statements is true about oblique principles? (Please select the correct option)

1 / 1 point

- ☐ Oblique goals must be novel or elaborate
- ☐ Having oblique goals implies that the organization does not care about profits
- ☒ Oblique goals create ambiguity
- ☐ Oblique goals cannot be supported by explicit measures

**Correct**

If you have selected this option, you are correct.

9. What is a common feature of the four alternative principles of the management model? (Please select one option)

1 / 1 point

- ☒ They are all designed to empower employees
- ☐ They all enforce order
- ☐ They impose tight control over components of the organization
- ☐ They all use authority to manage

**Correct**

If you have selected this option, you are correct.

10. The Discovery model is characterized by which types of ends and means? (Please select the correct option)

1 / 1 point

- ☐ Tight means and Tight ends
- ☒ Loose means and Loose ends
- ☐ Tight means and Loose ends
- ☐ Loose means and Tight ends

**Correct**

If you have selected this option, you are correct.