

PLEASE SUBMIT ALL ASSIGNMENTS IN MICROSOFT WORD

Management 515

Quiz 1

******Future assignments MUST be in Word or I will not grade it**

This quiz is worth 50 points (5% of your final grade). Be certain to review the briefing on APA Format prior to attempting this quiz.

When I grade this quiz, I use the following scoring rubric for each question:

- **80%** for answer accuracy and completeness
- **10%** for citation (format, completeness, appropriateness)
- **10%** for grammar, spelling, punctuation, language use (you will not be penalized for English versus American, but translation software can cause significant problems for you here if you use that)

Remember that the materials presented in this course are sufficient to craft quality responses to these questions. If you chose to use external references, e.g., the Internet, remember that these responses will receive greater scrutiny and ***any hint of plagiarism will result in a grade of zero.***

1. (20 Points) Write a short (3-4 sentences only) explanation of each of the following concepts.

- Expectancy Theory
- Equity Theory
- Theory X/Theory Y
- Maslow's Hierarchy of Needs
- Motivation Hygiene Theory

-6 The first two answers you give do not highlight the key ideas in the theories

Response:

1. Expectancy Theory is a theory that helps one to understand the thought process behind how people choose to behave (Baran, Employee Motivation: Expectancy Theor, 2012). It suggests that the motivation behind a certain behavior is determined by the expectation of the desisted outcome.
2. Equity Theory is a theory that helps one to understand how people's values influence people's motivations (Baran, Employee Motivation: Equity Theory, 2012).
3. Theory X/Theory Y describes two opposing sets of general assumptions of how workers are motivated form the basis for two different managerial styles. Theory X emphasizes the importance of strict supervision, external rewards and penalties, while Theory Y focuses on the motivating role of job satisfaction and encourages workers to approach tasks without direct supervision (Wikipedia, 2017).
4. Maslow's Hierarchy of Needs is a theory created by Abraham Maslow, that people have needs that need to be fulfilled in a specific order, and it will start from Physiological need, which is at the bottom of the pyramid, to Safety, Love/belonging, Esteem, and end with Self-actualization, which is at the top of the pyramid (khanacademymedicine, 2013).
5. Motivation Hygiene Theory, also known as two-factor theory, created by a psychologist Frederick Herzberg is one of the motivation theories that states that there're two set of job-related factors, one set lead to extreme satisfaction in the job and also the other set lead to extreme dissatisfaction in the job (Academy).

Citation:

- Academy, A. B. (Composer). (n.d.). Frederick Herzberg's Two-Factor Theory of Motivation. [A. B. Academy, Performer] 2013, US.
- Baran, B. (Composer). (2012). Employee Motivation: Equity Theory. [B. Baran, Performer] US.

Baran, B. (Composer). (2012). Employee Motivation: Expectancy Theor. [B. Baran, Performer] US.
khanacademymedicine (Composer). (2013). Maslow's hierarchy of needs | Behavior | MCAT | Khan Academy. [S. Desai, Performer] US.
Wikipedia. (2017, May 23). *Theory X and Theory Y*. Retrieved from Wikipedia:
https://en.wikipedia.org/wiki/Theory_X_and_Theory_Y

-1 Wikipedia is not an acceptable source

2. (10 Points) Define plagiarism and give an example.

Response:

Plagiarism is the practice of using someone else's work or ideas without giving proper credit and taking them as one's own. An example is the former Vice President of United States Joe Biden dropped out of his 1988 presidential bid when he was found to have plagiarized from a British lawmaker's speech. Another example is that the New York Times' Jonathan Martin accused Sen. John Walsh of Montana of plagiarizing chunks of his 2007 thesis for the United States Army War College. At least a quarter of the paper was taken from other sources, according to the Times' analysis. Walsh, a Democrat appointed to the Senate in February running for reelection against Republican Steven Daines, is not the first prominent plagiarism scandal to hit national news. Walsh joins the ranks of at least 10 others — from Vice President Joe Biden to a Pulitzer Prize winner to Russian president Vladimir Putin. (SMITH, 2014)

Citation:

Class lecture (2017, July 2nd, week 1), Academic Standards and Integrity slides, Academic Integrity
Class lecture (2017, July 2nd, week 1), Academic Standards and Integrity slides, Violation Examples
SMITH, S. (2014, 7 23). *10 high-profile plagiarism cases*. Retrieved from politico.com:
<http://www.politico.com/gallery/2014/07/10-high-profile-plagiarism-cases-001770?slide=0>

3. (20 Points) Answer the following:

- How many quizzes will you complete for the course?
- What two books must you buy?
- You must write a reflection paper at the end of the course. What are the criteria for this paper?
- What are the submissions you have to make on you Discussion boards and what days of the week are they due?

Response:

3.1 There're 5 quizzes

3.2 Well, the two books *Drive* and *First Break all the Rules* must be bought, as stated in the Introduction and Expectations of July 9th, but as stated in the Syllabus they are not required to buy. Anyways, I will purchase them online.

3.3 The criteria for the reflection paper required at the end of this course, is with a target of 1200 words and well-defended opinions, to summarize what we have learnt through, how we can apply to our current jobs, or to express our thoughts about the teaching methodologies used in the class.

3.4 Discussion boards will open in weeks 4 and 8, the topics should be entered by Thursday 11pm, responses to two classmates' topics should be posted by Saturday 11pm and answers to classmates' responses should be done by Sunday 9pm.

Citation:

Course Syllabus (Summer 2017), Management 515 Syllabus-- Management that Transforms, Quizzes
Weekly Introduction and Expectations (2017, July 9th)

Course Syllabus (Summer 2017), Management 515 Syllabus-- Management that Transforms, Text and
Supporting Materials

Course Syllabus (Summer 2017), Management 515 Syllabus-- Management that Transforms, Reflection
Paper

Course Syllabus (Summer 2017), Management 515 Syllabus-- Management that Transforms,
Discussion Boards