

Quiz Grade: 100.0% (A)

Quiz Submission

Employee Motivation and Performance Management

Student Name: Gracious Gorerazvo
Student ID: UD96555ED105777
Study Program: Educational Management and Leadership
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Total Questions: 10

Course Information

Course Title: Employee Motivation and Performance Management
Course Code: LCEMO 626
Credit Hours: 3

Quiz Questions, Student Answers, and Correct Answers

Question 1 of 10

Multiple Choice Question

What is the most effective primary motivator for employees according to Maslow's hierarchy of needs?

Available Options:

(A) Self-Actualization ← STUDENT SELECTED ← CORRECT ANSWER

(B) Esteem

(C) Social Needs

(D) Safety

Student's Answer: Option A: Self-Actualization

Correct Answer: Option A: Self-Actualization

Question 2 of 10

Multiple Choice Question

Which of the following theories focuses on the role of intrinsic and extrinsic rewards in motivation?

Available Options:

(A) Herzberg's Two-Factor Theory ← STUDENT SELECTED ← CORRECT ANSWER

(B) McClelland's Theory of Needs

(C) Equity Theory

(D) Reinforcement Theory

Student's Answer: Option A: Herzberg's Two-Factor Theory

Correct Answer: Option A: Herzberg's Two-Factor Theory

Question 3 of 10

Multiple Choice Question

What is a common method to measure employee performance?

Available Options:

- (A) 360-Degree Feedback
- (B) Self-Assessment
- (C) Peer Review

(D) All of the above ← STUDENT SELECTED ← CORRECT ANSWER

Student's Answer: Option D: All of the above

Correct Answer: Option D: All of the above

Question 4 of 10

Multiple Choice Question

Which strategy is most effective for fostering a culture of high performance?

Available Options:

- (A) Punitive measures
- (B) Clear goal setting ← STUDENT SELECTED ← CORRECT ANSWER**
- (C) Extended work hours
- (D) Minimal feedback

Student's Answer: Option B: Clear goal setting

Correct Answer: Option B: Clear goal setting

Question 5 of 10

Multiple Choice Question

In performance management, what is the purpose of setting SMART goals?

Available Options:

- (A) To enhance job satisfaction
- (B) To ensure goals are measurable and achievable ← STUDENT SELECTED ← CORRECT ANSWER**
- (C) To establish hierarchy
- (D) To promote competition

Student's Answer: Option B: To ensure goals are measurable and achievable

Correct Answer: Option B: To ensure goals are measurable and achievable

Question 6 of 10

Multiple Choice Question

According to Vroom's Expectancy Theory, which factors influence motivation?

Available Options:

(A) Valence, effort, and performance ← STUDENT SELECTED ← CORRECT ANSWER

(B) Efficiency, engagement, and productivity

(C) Skill, training, and environment

(D) Autonomy, mastery, and purpose

Student's Answer: Option A: Valence, effort, and performance

Correct Answer: Option A: Valence, effort, and performance

Question 7 of 10

Multiple Choice Question

What role does feedback play in employee motivation?

Available Options:

(A) It often demotivates employees

(B) It provides direction and improves performance ← STUDENT SELECTED ← CORRECT ANSWER

(C) It is irrelevant

(D) It is only necessary during reviews

Student's Answer: Option B: It provides direction and improves performance

Correct Answer: Option B: It provides direction and improves performance

Question 8 of 10

Multiple Choice Question

Which motivational theory emphasizes the importance of recognition and personal achievement?

Available Options:

(A) McGregor's Theory X and Y

(B) Herzberg's Two-Factor Theory ← STUDENT SELECTED ← CORRECT ANSWER

(C) McClelland's Theory of Needs

(D) Adams' Equity Theory

Student's Answer: Option B: Herzberg's Two-Factor Theory

Correct Answer: Option B: Herzberg's Two-Factor Theory

Question 9 of 10

Text Answer Question

Discuss how an effective performance management system can contribute to employee motivation.

Student's Answer:

an effective performance management system motivates employees through clear goals, regular feedback, recognition, and rewards. it identifies areas for improvement, encourages professional growth and increases job satisfaction. this improves employee productivity, commitment, and overall organisational performance.

Correct Answer:

An effective performance management system provides clear expectations, regular feedback, and recognition of achievements, which increases employee engagement and motivation.

Question 10 of 10

Text Answer Question

Explain the impact of a strong organizational culture on employee performance and motivation.

Student's Answer:

a strong organisational culture improves employee performances and motivation by promoting teamwork, trust, respect, and shared values. it creates a positive working environment where employees feel valued, supported and recognised. this increases job satisfaction, commitment, productivity and overall organisational success.

Correct Answer:

A strong organizational culture aligns employee values and behaviors with company goals, fostering a sense of belonging and purpose which motivates employees to perform at their best.