

28 MOTIVATION

QUIZ 1 (20 POINTS)

True/False (5 points)

1. The desire to ignore a safety device because it might decrease production can be a motivator for some employees.
 - a. true
 - b. false

2. A measurement can be valid without being reliable.
 - a. true
 - b. false

3. When a group agrees on common safety objectives, its members tend to reinforce one another's behaviors.
 - a. true
 - b. false

4. According to Herzberg's job-enrichment theory, work itself can be a motivator.
 - a. true
 - b. false

5. The OBM model offers less structured feedback than the TQM model; therefore, behavior changes occur more slowly with OBM.
 - a. true
 - b. false

Multiple Choice (6 points)

6. Which of the following is an example of a security need?
 - a. thirst
 - b. comfort
 - c. self-respect
 - d. equality

7. The management at Burnside Builders believes an employee's inherent motivation is essential to achieving the company's goals. Which management theory are they following?
 - a. Job-Enrichment Theory
 - b. Theory X
 - c. Theory Y
 - d. none of the above

QUIZ 2 (20 POINTS TOTAL)

True/False (5 points)

1. The ideal candidate for a job is always the most intelligent and most productive applicant.
 - a. true
 - b. false
2. One of the critical behaviors that contribute to preventing incidents is the observance of good personal hygiene practices.
 - a. true
 - b. false
3. The hierarchy of needs is static since the strength of physiological needs is always greater than the strength of needs higher up the ladder.
 - a. true
 - b. false
4. A company that offers \$500 holiday bonuses to its employees is an example of McGregor's Theory X.
 - a. true
 - b. false
5. By simply changing worker interaction patterns, management can change employee behavior.
 - a. true
 - b. false

Multiple Choice (6 points)

6. According to the normal distribution of human characteristics, how many people are below the mean?
 - a. 75%
 - b. 50%
 - c. 25%
 - d. 10%
7. Studies suggest that satisfying _____ may be the major factor behind job satisfaction.
 - a. physiological needs
 - b. security needs
 - c. self-actualization needs
 - d. psychosocial needs
8. The positive and negative emotions underlying attitudes are classified as _____ components of attitude.
 - a. affective
 - b. cognitive
 - c. action
 - d. inspirational

16. What is the main argument against using scare tactics as a means of communication?

17. What is the problem with incentive programs at the employee level?

18. What are the five basic factors that an employee survey should cover?

Short Essay (2 points)

19. Managers and safety professionals often choose to deal with individual differences by appealing to the “average person.” Give an example of what is wrong with this approach. What is a better approach?

20. What is the difference between affiliation motivation and achievement motivation? How can an employer develop achievement-motivated workers?