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**Mgmt 310 - Org Behavior 61996**, M, Feb. 19 Topic 6.2: Motivation: Needs theory and expectancy theory  
A B, 3/27/07 at 12:29 PM

**Question 1: Score 1/1**

In Maslow's hierarchy of needs theory of motivation, the most basic needs in the hierarchy are

  
CORRECT

Your Answer: physiological and safety.

**Question 2: Score 1/1**

The union movement in the coal mines of the eastern United States grew partially out of workers' concerns over the dangers of working in the mines and the high number of accidents that occurred. Maslow would have characterized the workers who formed the unions based on these concerns as being motivated by

  
CORRECT

Your Answer: safety needs.

**Question 3: Score 1/1**

Need theory addresses which of the following questions?

  
CORRECT

Your Answer: What outcomes are individuals motivated to obtain in the workplace?

**Question 4: Score 1/1**

The types of needs addressed in Alderfer's theory are

  
CORRECT

Your Answer: existence, relatedness, and growth.

**Question 5: Score 1/1**

According to expectancy theory, an employee will be very motivated to perform at high levels if

  
CORRECT

Your Answer: expectancy, valence, and instrumentality are all high and none are equal to zero

**Question 6: Score 1/1**

An instrumentality of +1 means that the employee perceives the performance

  
CORRECT

Your Answer: definitely will result in obtaining the outcome.

**Question 7: Score 1/1**

Expectancy is defined as



**Your Answer:** a worker's perceptions about the extent to which his or her effort will result in a given level of job performance.

### Question 8: Score 1/1

Expectancy is a worker's perception about the relationship between



**Your Answer:** effort and performance.

### Question 9: Score 0/1

The three major factors in expectancy theory are



**Your Answer:** existence, relatedness, and growth.

**Comment:** Expectancy theory is concerned with how employees make choices among alternative behaviors and levels of effort. It identifies three major factors that determine an employee's motivation: expectancy, instrumentality, and expectancy. Refer to text page 185-188 for a detailed discussion on these factors.

### Question 10: Score 0/1

The research on expectancy theory has



**Your Answer:** tended not to support the theory because the concepts of valence, instrumentality, and expectancy are so evasive and hard to measure.

**Comment:** Expectancy theory is by far one of the most popular theories of motivation. See page 188 for research evidence related to this theory.

### Question 11: Score 0/1

Which of the following statements about valence is NOT true?



**Your Answer:** Valences vary in size.

**Comment:** In expectancy theory, ??valence?? addresses the question of ??How desirable are these outcomes to me???. An outcome can have either positive or negative valence to a particular individual. See page 185 of the text for details.

### Question 12: Score 1/1

Instrumentality is defined as



**Your Answer:** a worker's perception of the extent to which performing certain behaviors or performing them at a certain level will lead to the attainment of a particular outcome.