



## Unit 5 – Motivation

### Choose the correct answer:

1. Maslow's hierarchy of needs includes all EXCEPT which of the following?  
a) Cognition b) Physiological c) Safety d) Belongingness e) Esteem
2. In Maslow's hierarchy of needs, food, water and sleep are considered \_\_\_\_\_ motives.  
a) Safety b) Self-actualization c) Physiological d) Social e) Esteem
3. In Vroom's theory, motivation is a product of  
a) Expectancy b) Instrumentality c) Valence d) All of the above
4. Hygiene factors are similar to the.....needs identified by the Hierarchy of Needs.  
a) Higher order b) Three-tiered c) Lower order d) None of the above

### Fill in the blanks:

1. The ..... theories are perspectives of motivation that identify specific needs that energize behaviour.
2. .... is attributed with the development of the Two-Factor theory of motivation.
3. The energizing force that activates behaviour and provides purpose and direction to that behaviour is known as.....
4. .... theory is considered to deal with consequences.

### True or False

1. The highest level of need in Maslow's hierarchy of need theory is the need for growth and self-expression.
2. Process theories emphasize the needs that motivate people.
3. Equity theory has three referent categories: other, system and self.
4. People with a high need for affiliation prefer cooperative situations to competitive ones.

### Case Study on Motivation

Amit Verma joined ABC Technologies in January after having worked at HKY Computers where he had worked as a Software developer. Amit felt that ABC offered better career prospects, as it was growing much faster than HKY which was a relatively smaller company.

Amit joined as a Senior Software Developer at ABC Technologies with a good pay hike. He joined Archita Mehta's five-member team. While she was efficient at what she did and extremely intelligent, she had neither the time nor the leaning to groom her team members. Time and again, Amit found himself thinking of Ram Kapoor, his old boss, and of how he had been such a positive influence. Archita, on the other hand, even without actively doing anything, had managed to significantly lower his motivation levels.

Q 1. What could be the reasons for Amit was feeling disillusioned? Answer the questions using Maslow's hierarchy of needs?

Q 2. What should Amit do to overcome his tension? What can a team leader do to ensure high levels of motivation among his/her team members