

Lecture-14

Questions

1. Why is it important for a manager to consider the various components of motivation when diagnosing motivation problems? Explain.
2. Which of the content approach or the process approach best explains motivation?
3. What implications does Herzberg's two-factor theory have for the design of organizational reward systems? How can the theory be used to explain differences in the three components of motivation?
4. What would it be like to manage an organization where all the employees were selfactualized? What kinds of opportunities and problems would this situation present to management?
5. How important a role does perception play in determining whether an employee is receiving equitable treatment? What kinds of things might a manager do to influence those perceptions?
6. Goal-setting can be a difficult system to implement effectively. What kinds of problems might be encountered in an effort to implement a goal-setting program in an organization? As a manager, what would you do to minimize the likelihood you would encounter these problems?