



**OPEN UNIVERSITY OF SRI LANKA  
BACHELOR OF MANAGEMENT STUDIES LEVEL 06-2005/2006  
ASSIGNMENT TEST – NOVEMBER ---  
MOTIVATION AND PERFORMANCE APPRAISAL IN  
ORGANIZATIONS– MCU 4211/MCU 4222  
DURATION: TWO HOURS**

**DATE:** 25.11.2006 **TIME:** 10.00 am to 12.00 noon

**IMPORTANT:**

- **ANSWER ANY THREE QUESTIONS. ALL QUESTIONS CARRY EQUAL MARKS**
  - **ANSWERS MUST BE SPECIFIC AND CLEAR AND WITH EXAMPLES CLEARLY LINKED TO THE DISCUSSION.**
1. Fredrick Herzberg's Two Factor Theory identifies five factors that determine job satisfaction. Explain these factors in your own words with examples.
  2. "A state of dissatisfaction is a necessary but not sufficient condition for performance." Elaborate this statement in the light of March and Simon Model using examples.
  3. Define the terms valance, expectancy and instrumentality in Vroom's VIE theory and explain how these concepts are related to motivation in that theory.
  4. "Job design factors determine how motivating a job will be." Explain these factors using examples.
  5. What are the job characteristics that create conditions for high internal motivation?  
Explain briefly how these factors create high internal motivation.