

**THE OPEN UNIVERSITY OF SRI LANKA
BACHELOR OF MANAGEMENT STUDIES DEGREE PROGRAMME -
LEVEL 6
MOTIVATION AND PERFORMANCE APPRAISAL IN ORGANIZATIONS
MCU 4211
ASSIGNMENT TEST – 2013**



DURATION : TWO (02) HOURS

Date : 06.10.2013

Time : 10.00a.m. – 12.00noon

No of Questions : 04

No. of Pages : 01

Instructions : Answer **Any Three (03)** questions.
All questions carry equal marks
Answers must be specific and clear with examples clearly linked to the discussion

1. Explain the terms valence, expectancy and instrumentality in Vroom's VIE theory and discuss their applicability to motivate employees
2. "The literature related to motivation and performance has proved that even under very high levels of employee motivation, the performance can be decreased".
Discuss the possible reasons as to why performance may decrease even under very high levels of motivation. Elaborate your answer with practical examples.
3. Discuss the practical validity of Herzberg's two factor theory in motivating non-managerial level and managerial level employees in Sri Lankan business organizations. Use suitable examples when necessary to elaborate your answer.
4. Write short notes on any three (03) from the following;
 - I. 'SMART' goal setting
 - II. Rating scale
 - III. Perceptual error
 - IV. Management by Objectives (MBO)

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