

THE OPEN UNIVERSITY OF SRI LANKA
BACHELOR OF MANAGEMENT STUDIES DEGREE PROGRAMME – LEVEL 6
MCU4211 – MOTIVATION AND PERFORMANCE APPRAISAL
IN ORGANIZATIONS
ASSINGMENT TEST – OCTOBER 2015



DURATION: 02 HOURS

Date: 31st October 2015

Time: 10.00 a.m. to 12.00 p.m.

Instructions: ANSWER **THREE (03)** QUESTIONS INCLUDING FIRST (01) QUESTION.

ALL ANSWERS SHOULD BE WRITTEN NEATLY AND FOCUSED.

1. (a) Define motivation and Describe the characteristics of motivation with suitable examples (15 Marks)
(b) How do process theories of motivation differ from content theories? Explain practical implication of theory of motivation in a business context. (25 marks)
2. (a) What performance appraisal system would you develop for the managers, if you are a director of an organization? (15 Marks)
(b) Discuss the problems to be avoided in appraising performance of employee. (15 Marks)
3. Analyze the implications of Herzberg's two factors theory from the point of view of practicing managers in Sri Lankan Context using examples. (30 marks)
4. What you meant by the terms "Performance Appraisal"? And discuss the importance of a performance appraisal in performance management system in an organization. (30 marks)

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