



THE OPEN UNIVERSITY OF SRI LANKA
BACHELOR OF MANAGEMENT STUDIES DEGREE PROGRAMME – LEVEL 6
MCU4211 – MOTIVATION AND PERFORMANCE APPRAISAL
IN ORGANIZATIONS
FINAL EXAMINATION - 2015

DURATION: 03 HOURS

Date: 12th July 2015

Time: 9.30 a.m. to 12.30 p.m.

Instructions: ANSWER FIVE (05) QUESTIONS.

ALL ANSWERS SHOULD BE WRITTEN NEATLY AND FOCUSED.

1. Do you think motivation theories can be successfully applied to understand employee motivation in Sri Lankan organization? What are the difficulties management might face in attempting to use motivation theories in their business decision making?
(20 marks)
2. “Even under high levels of employee motivation, employee performance may be decreased” How do you explain the above situation, elaborate your answer with practical examples.
(20 marks)
3.
 - a). What do you understand by the term ‘Expectancy’ in the context of VIE theory? Explain with suitable examples. (10 marks)
 - b). What are the implications of the concepts of Valence and Instrumentality in designing reward system in an organization?
(10 marks)
4.
 - a). Do you agree that performance appraisals will improve employee performance? Discuss using relevant examples. (10 marks)
 - b). Discuss the implications of the two factor theory from the point of view of a practicing Managers. (10 marks)
5.
 - a). Discuss the job characteristics that create conditions for high internal work motivation, explain with example. (12 marks)
 - b). The job design process should be taken into consideration with a view to motivate employee and individual differences. (08marks)
6. Write short notes on the followings
 - a). Workforce diversity
 - b). Negotiation process.
 - c). Managing Poor Performance.
 - d). Induction of Employees.

(5x4=20 marks)

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