

**THE OPEN UNIVERSITY OF SRI LANKA  
BACHELOR OF MANAGEMENT STUDIES DEGREE PROGRAMME – LEVEL 6  
MCU4211 – MOTIVATION AND PERFORMANCE APPRAISAL  
IN ORGANIZATIONS  
ASSINGMENT TEST – NOVEMBER 2016**



**DURATION: 02 HOURS**

**Date: 05 November 2016**

**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) Explain, what you meant by motivation and describe characteristics of motivation with suitable examples (15 Marks)  
(b) Assume that you are the line manager of ten employees in a company. How to you do motivate employees in an effective manner? Explain with examples. (25 marks)
2. Analyze the implications of Herzberg's two factors theory from the point of view of practicing managers in Sri Lankan context. Use example to illustrate your answer. (30 Marks)
3. What are the factors that have to be considered in using goal setting as a motivational technique? Explain using examples. (30 marks)
4. Maslow's need hierarchy theory implies that basic human needs are arranged in a fixed order. Critically analyses this statement. (30 marks)

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