



**THE OPEN UNIVERSITY OF SRI LANKA**  
**BACHELOR OF MANAGEMENT STUDIES (SPECIAL) DEGREE**  
**PROGRAMME -LEVEL 06**

**FINAL EXAMINATION -2008**

**MCU4211-MOTIVATION AND PERFORMANCE APPRAISAL IN ORGANIZATION**

**DURATION: THREE (03) HOURS**

**DATE: 26.07.2008**

**TIME: 01.30 P.M TO 04.30 P.M**

**ANSWER ANY FIVE (05) QUESTIONS**

**ALL QUESTIONS CARRY EQUAL MARKS.**

**WRITE YOUR ANSWERS CLEARLY AND TO THE POINT.**

1. (a) Identify three characteristics of people that are important in understanding their responses to a job that is high in motivating potential ?  
(b) Discuss how the three personal differences you have selected may influence the way in which employees behave towards high motivating jobs. Use examples.  
(20 marks)
2. "It is possible to establish higher effort reward probabilities for intrinsic rewards than for extrinsic rewards"  
Do you agree with the about statement? Explain briefly. (20 marks)
3. (a) Compare Maslows Need theory with Expectancy theory  
(b)Discuss Implementation issues of two theories, use examples  
(20 marks)
4. Discuss on the nature of the relationships between motivation and performance management in Sri Lanka. (20 marks)

5. Your manager has asked you to set your goals, according to your job roles. Explain using examples how you are going to set your goals and identify the measurement tools to be used to measure your goals at the end of the year.

(20 marks)

6. ABC Co. is poised to adopt performance management as part and parcel of their management process in 2009. What should be their approaches in developing performance managerial skills?

(20 marks)

7. Write short notes on.

- Goal setting
- Job design
- Rating Scale
- Poor performance.

(20 Marks)