Question 1 0.2 pts

Eric is a loan assistant but wants to become a commercial lender, so he engages in self-directed learning, seeks feedback from his managers, and finds more ways to “play to his own strengths” during work tasks. Eric is attempting to build his own.

Group of answer choices

meaningfulness.

instrumentality.

competence.

valence.

impact.

Flag question: Question 2

Question 2 0.2 pts

Russell works in a canvas factory, where workers are paid $10 for every tent they sew together. Workers who are very fast may make twice as much money as some of the slower workers. Which of the following compensation plan elements is used at Russell’s factory?

Group of answer choices

merit pay

piece-rate

gainsharing

profit sharing

lump-sum bonus

Flag question: Question 3

Question 30.2 pts

Expectancy theory focuses on describing

Group of answer choices

how goals are the primary drivers of the intensity and persistence of effort.

the type of rewards people get from outside forces, such as wages and vacations.

a form of intrinsic motivation in which merely performing work tasks serves as its own reward.

how employees create a “mental ledger” of the outcomes (or rewards) they get from their job duties.

the cognitive process that employees go through to make choices among different voluntary responses.

Flag question: Question 4

Question 40.2 pts

Julian owns a local coffee shop. He has decided to aggressively pursue a policy to make sure employees feel a sense of equity in his shop. Which result is Julian most likely going to see as a result of his push for equity?

Group of answer choices

greater commitment from his employees

fewer citizenship behaviors from his employees

huge improvement in employee task performance

the elimination of merit-based compensation plans

an increase in counterproductive employee behavior

Flag question: Question 5

Question 50.2 pts

\_\_\_\_\_\_\_\_ is a subjective probability ranging from 0 to 1 that describes how a specific amount of effort will lead to a specific level of performance.

Group of answer choices

Expectancy

Meaning

Efficacy

Valence

Need

Flag question: Question 6

Question 60.2 pts

Alvin is the leader of a team of counselors at a camp for recovering addicts. He and his team have been asked to implement a new program, which on the surface looks much more difficult than what they have been doing. Before the program begins, Alvin feels he needs to give the members of his team a speech to help motivate them for the upcoming challenge. What is the first thing Alvin should do in his speech?

Group of answer choices

remind team members of how they worked hard to successfully overcome challenges in the past

admit that he is not completely sure the project can be done with existing staff numbers

tell them that he will be watching them carefully for any failure to follow procedure

express that he has a great deal of anxiety about taking on such a huge endeavor

tell team members that they may get a raise if everything goes well for a few weeks

Flag question: Question 7

Question 70.2 pts

Incusafe is a venture capital firm that helps finance small businesses. New hires at the firm are given a project worth $100,000 to work on with minimum interference from the senior associates. The project has a large scope for innovation and creation. What is management attempting to use as a motivator for the new hires?

Group of answer choices

expectancy

meaningfulness

self-determination

surface-level diversity

outcome interdependence

Flag question: Question 8

Question 80.2 pts

Jerri and Manon work at Logistics of Love, a nonprofit designer of homeless shelters. Last month, Manon, newly hired on a temporary designing assignment, was asked by her supervisor to oversee the company’s social media presence. Being new to using social media in a professional context, Manon is considering her efficacy. She talks to Jerri and other individuals who have been creating professional social media content for several years. Jerri takes pride in her work-related social media posts and always approaches company-based social media with total enthusiasm. Jerri tells Manon that she believes exerting a high level of effort will result in a successful performance in representing the company on social media. Jerri’s self-efficacy source appears to be

Group of answer choices

past accomplishments.

vicarious experiences.

verbal persuasion.

emotional cues.

instrumentality.

Flag question: Question 9

Question 90.2 pts

To foster goal commitment, a manager may use the \_\_\_\_\_\_\_\_ strategy to aid employees if they struggle to attain a goal.

Group of answer choices

support

resources

participation

publicity

rewards

Flag question: Question 10

Question 100.2 pts

Brittany works at a local gift shop. There is a list of opening procedures she must accomplish before the store opens, but first she checks the showtimes of the movie she plans to see that night after work. Brittany’s \_\_\_\_\_\_\_\_ of effort is decided when she pulls up the cinema website.

Group of answer choices

intensity

direction

motivation

persistence

sincerity