U2.21 - Print & Cut Flashcards

Cut along the card edges. Each card shows the question on top and the answer underneath.

CARD 1

What is Maslow's Hierarchy of Needs?

Employees are motivated by different levels of needs, from basic needs to personal growth.

CARD 2

What are Maslow's five levels in order?

Physiological, safety, social, esteem and self-actualisation.

CARD 3

How can Maslow be applied in business?

Match strategies such as pay, safety, teamwork, recognition and growth to employee needs.

CARD 4

What is a limitation of Maslow's theory?

Employees may not move through the needs in the same order or value the same needs.

CARD 5

What is Herzberg's Motivation-Hygiene Theory?

Hygiene factors prevent dissatisfaction, while motivators create stronger satisfaction and motivation.

CARD 6

What are examples of Herzberg hygiene factors?

Pay, job security, working conditions, policies, supervision and workplace relationships.

CARD 7

What are examples of Herzberg motivators?

Achievement, recognition, responsibility, promotion, development and meaningful work.

CARD 8

What is a limitation of Herzberg's theory?

The hygiene-motivator distinction is not always clear and some employees may be strongly motivated by pay.

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CARD 9

What is Vroom's Expectancy Theory?

Motivation is stronger when effort can improve performance, performance earns reward and the reward is valued.

CARD 10

What does expectancy mean in Vroom's theory?

The employee believes extra effort can lead to better performance.

CARD 11

What do instrumentality and valence mean?

Instrumentality is belief that performance earns reward; valence is how much the employee values it.

CARD 12

What is a limitation of Vroom's theory?

It assumes employees make logical judgements and understand the links between effort, performance and reward.

CARD 13

What is Adams' Equity Theory?

Employees are motivated by whether they believe their treatment is fair compared with others.

CARD 14

What are inputs and outcomes in Adams' theory?

Inputs are contributions such as effort and skill; outcomes are rewards such as pay and recognition.

CARD 15

What can perceived inequity cause?

Lower effort, frustration, complaints, requests for more reward or employees leaving.

CARD 16

What is a limitation of Adams' theory?

Fairness is based on perception, so employees may judge the same situation differently.