**Activity 4 - Vroom, Porter, Lawler’s expectancy theories quiz**

1. Generally Vroom believed that people attempt to?

Maximise their happiness and minimise their unhappiness.

Maximize their unhappiness and minimise their happiness.

1. Vrooms expectancy theory has three main components?

Valence, Instrumentality, Excellence (VIE)

Valence, Instrumentality and Expectancy (VIE)

Valence, Instructions and Expectations (VIE)

1. What does Vroom suggest valence refers to?

An individual will undertake a task if they believe they will receive pay benefits as a result.

An individual will undertake a task if they believe that they will receive a worthwhile reward as a result.

1. Valence suggests that rewards must always be financial?

True

False

1. How can valence be negative?

If the outcome is not to their liking, and something they would rather avoid.

If the expected outcome is favourable it is positively valent for an individual.

1. What does Vroom suggest instrumentality means?

An individual will be motivated to work hard to achieve a target if he or she believes it will lead to a positive expectancy.

An individual will be motivated to work hard to achieve a particular target if he or she believes that it will lead to a positively valent result.

1. Instrumentality suggests if a worker expects their hard work will lead to a promotion they will work hard?

True

False

1. Instrumentality suggests there must be a clear link between?

Risk and reward.

Effort and reward.

Effort and time off.

1. Expectancy dictates that?

The individual’s belief in the likelihood of them being able to achieve the target must be positive.

The individuals belief that they cannot complete the task will motivate them to work harder to complete it.

1. How can you boost an employees expectancy?

By supporting them verbally.

By giving them relevant training.

1. It makes complete sense for an employer to set unreasonable targets for employees to meet?

True

False

1. Give an example of Vrooms VIE theory in practise?
2. Intrinsic motivators include?

Pay increases or bonuses.

Pride or satisfaction.

1. How can an employer add more intrinsic motivators into a job?

Ensure that the tasks are interesting and rewarding.

Ensure that the tasks ensure that bonuses can be achieved.

1. Vertical job enlargement means?

You move up the in the organisation.

You move down in the organisation.

You take on more jobs without a promotion.

1. Extrinsic rewards are rewards that come from inside the individual?

True

False

1. Which of the following is an example of an extrinsic motivator?

Bonus pay.

Pride or satisfaction.

1. When giving extrinsic rewards you must ensure you are?

Fair and equal.

Biased and unfair.

1. The employee must be aware of the rewards available if they achieve their goal?

True

False

1. How can the employer help an employee achieve an extrinsic reward?

Offering the relevant training and equipment.

Offering the relevant incentives.

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1. Give an example of Vrooms VIE theory in practise?

Another example of this might be the student who thinks that getting a good job is important (positively valent) and that working hard to pass their exams will help them to get a good job (instrumentality) and that they also believe that with hard work they are capable of achieving good grades (expectancy).

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**Pride or satisfaction.**

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