Ainm:

**Leadership and Motivation: Rapid Revision**

**Q.1. Tick the correct box- The entrepreneur or the manager**

|  |  |  |
| --- | --- | --- |
|  | **Entrepreneur** | **Manager** |
| Creates an enterprise, by taking financial risk in order to get profit. |  |  |
| Takes the responsibility of controlling and administering the organization day-day, do up rosters etc.. |  |  |
| Focus is on start-up and accessing funds, grants etc.. |  |  |
| Primary motivation is on power and control- to be the best and challenge themselves |  |  |
| Primary motivation is on climbing the ladder and financial security.  |  |  |
| Driving force is creativity and innovation |  |  |
| This person is risk averse |  |  |
| If the business fails, they will look for a new job. |  |  |

|  |  |
| --- | --- |
| Basic salary and ability to get overtime. |  |
| Recognition for your work- you feel important and valued |  |
| Interesting and fulfilling work every day- being the best you can be.  |  |
| Contract of employment, medical insurance, pension entitlements. |  |
| Company sports activities and company Christmas party |  |

**Q. 2. (i) Label on the diagram below the 5 stages of Maslow’s Hierarchy of Needs below**

**(ii) Name the level of Maslow’s Hierarchy of Needs in the spaces below**

**Q.3. Tick the correct box that most suits from the definitions below.**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Autocratic** | **Democratic** | **Laissez-faire** | **Delegation** |
| Gives you the keys to the business saying “take care of things – you’ll be grand”. Gives freedom and asks for a progress report at the end of the week/ month.  |  |  |  |  |
| Holds regular staff meetings to discuss plans and takes staff opinions. Encourages suggestions and ideas and implements good ones- still in control. |  |  |  |  |
| Assigns authority and responsibility to workers to perform tasks, accountability also assigned. Helps to increase morale and free up managers. |  |  |  |  |
| Doesn’t trust anyone – makes all decisions, motivates by fear and intimidation. |  |  |  |  |

**Q.4.**

Describe McGregor’s Theory X and Theory Y of motivation. Do you believe it is relevant in today’s business world? (10m)

|  |
| --- |
| **Theory X managers believe:** |
| **Theory Y managers believe:** |
| **Relevant today:** |