

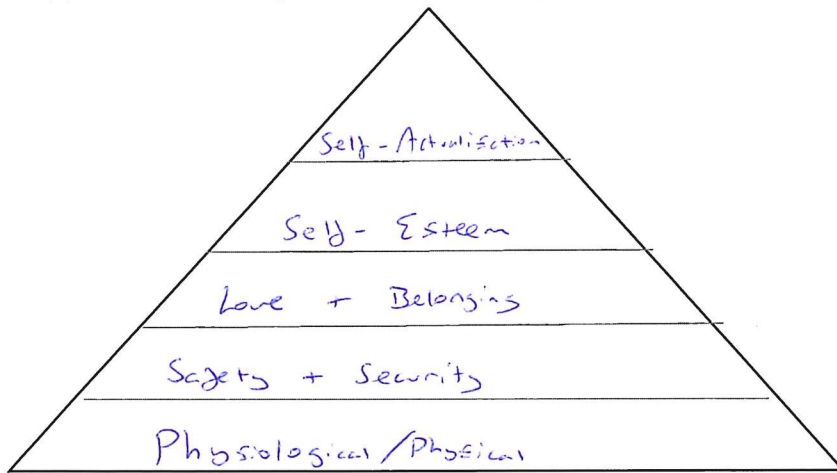
Aim: _____

Leadership and Motivation: Rapid Revision

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

	<u>Entrepreneur</u>	<u>Manager</u>
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.		✓

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

Basic salary and ability to get overtime.	Physiological / Physical
Recognition for your work- you feel important and valued	Self - Esteem
Interesting and fulfilling work every day- being the best you can be.	Self - Actualisation
Contract of employment, medical insurance, pension entitlements.	Safety + Security
Company sports activities and company Christmas party	Love + Belonging

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

	<u>Autocratic</u>	<u>Democratic</u>	<u>Laissez-faire</u>	<u>Delegation</u>
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:

Workers are lazy, motivated by money, and will need close supervision. Theory X managers will use threats and punishments to motivate staff to get them to achieve results.

Theory Y managers believe:

Workers are ambitious, like work and want to be trusted and challenged. They believe workers want responsibility and are motivated by more than money. Theory Y managers will use rewards such as promotions, will delegate and praise employees for their efforts.

Relevant today: - your opinion - similar to evaluation

I believe - relevant - useful to how what can motivate workers etc.

Irrelevant - only two categories, too simple etc...