MGMT 311 – Sample Short-Answer Exam Questions

These sample questions are provided to familiarize you with the <u>format</u> of the short-answer portion of the MGMT 311 exams and the kinds of questions they contain. The specific content of these questions is just a sampling of what you may see on Exam 1—in other words, you will not necessarily see questions covering the same content on Exam 1.

Each exam is worth 100 points (20% of your final grade). On each exam day, you will have the entire class period to complete it. Each exam will contain 10 multiple-choice questions worth 4 points each and 4 short-answer questions similar in format to the ones listed below (worth 30 points each). You must answer ALL of the multiple-choice questions, but only 2 of the 4 short-answer questions—it's up to you to choose.

For the short-answer questions, you are responsible for writing legibly—if I cannot read part of your response, you may not receive full credit. You may write your answers in bullet points, sentence fragments, paragraphs, or whatever format you choose. Regardless of the format, introductions and conclusions are not necessary—just answer the question. Be sure to answer all parts of the question, and <u>clearly and adequately explain your answers using course concepts</u>.

I will provide limited feedback on students' answers to these sample questions. Refer to the relevant discussion forum on Blackboard for more information about this process.

Question 1 (answer BOTH parts)

a. If you were a manager, what **ONE** type of org. commitment would you be most interested in instilling in your employees? *Your response must clearly explain why you'd prefer to build this one type of org. commitment relative to the others.* (10 points)

b. Describe **TWO realistic strategies** you could use to instill the one type of org. commitment you said would be best in part a. *Be specific in explaining these strategies, and explain why you think each strategy would be effective in helping you build this type of org. commitment.* (20 points)

Question 2

Imagine that you are Peter's manager (Peter is the main character in the movie Office Space). As Peter explains, his motivation to work is low. It is up to you to figure out a way to increase his motivation to do his job. Choose ONE of the following **theories of motivation**—Expectancy Theory, Equity Theory, or Goal Setting Theory—and respond to the following:

Explain how you could apply this theory to motivate Peter. Describe **TWO realistic steps** you could take based on the theory you chose that would help you to increase Peter's motivation. Also justify these steps by explaining why each would increase Peter's motivation according to the theory. *Your response should make it clear that you understand the theory and all of its components.* (30 points)

Question 3

In lecture and in the readings, you've gotten a glimpse of a variety of different organizations (e.g., Johnsonville Sausage, SAS, Nucor, Rainbarrel, Pike Place Fish Market). Reflect on what you know about these organizations to answer the following question:

Imagine what it might be like to work at each of the organizations. Which one do you think would bring **YOU** the most job satisfaction? *Use specific examples based on what you know about the organization, and use one or more relevant theories to support your reasoning.* (30 points)

Question 4

The fishmongers at Pike Place Fish Market exhibit very high levels of job satisfaction. Use the **Job Characteristics Model** (VISAF) to describe **TWO reasons** why their jobs are so satisfying. *For each reason, identify a job dimension from the model, relate it to the specifics of the job, and explain why this aspect of the job makes the job so satisfying.* (30 points)