

1

10. Outline **two** possible implications for a business if a manager adopts McGregor's Theory X approach to managing:

- (i) _____

- (ii) _____

2

7. Maslow identified, in his hierarchical model, 'self-actualisation' as a human need.

- (a) Self-actualisation means _____

- (b) Name **two** other human needs he also identified:
- (i) _____ (ii) _____

3

(B) Read the information supplied and answer the question which follows.

Hexagon Solutions is a global software design company operating in Dublin.



It offers competitive salaries and long-term contracts of employment to all employees. A team structure exists in the business where employees from all over the world work together on innovative projects. Staff ideas are accepted, and innovation is rewarded. Hexagon supports employees who take on further studies.

Outline the different stages in Maslow's hierarchy of needs theory **and** illustrate how Hexagon Solutions applies this theory to motivate its employees.

(20)

- (C) (i) Describe **two** leadership styles.
(ii) Outline the factors that influence the leadership style adopted by business managers. Provide examples to support your answer. (20)

4

- (B) (i) Explain the 'hierarchy of needs' developed by Maslow in his theory of motivation.
(ii) Discuss possible limitations of this theory of motivation. (25 marks)

5

(C) Read the information supplied and answer the question which follows.

3 Dimension Ltd offers competitive salaries to its employees and a benefits programme that includes healthcare insurance. It is committed to providing a safe and healthy work environment. It holds weekly team meetings, enhancing the workers' sense of belonging. It recognises and rewards staff achievement and provides opportunities for staff to develop new skills and experience new challenges.

Outline the different stages in Maslow's hierarchy of needs **and** illustrate how 3 Dimension Ltd applies this theory to motivate its employees.

(20 marks)

6

(B) (i) Explain Maslow's Theory of Motivation.

(ii) Illustrate how a manager could motivate workers by applying Maslow's Theory in the workplace.

(20 marks)

7

"The rules of good management remain the same in times of growth or slowdown."

(A) (i) Explain the term 'delegation'.

(ii) Describe the benefits of delegation for a manager. (20 marks)

(B) Analyse the implications for a business of a manager adopting a Theory X approach to managing. (20 marks)

8

(C) Evaluate the motivational theories of Maslow and McGregor.

(25 marks)

