

Course: BUSI 240-Liberty University

Test: Quiz 3

Question 1

2 out of 2 points

_____ potentially improves employee performance by increasing motivation and clarifying role perceptions.

Selected Answer: Goal setting

Response Feedback: Goal setting is the process of motivating employees and clarifying their role perceptions by establishing performance objectives. Goal setting potentially improves employee performance in two ways: (1) by amplifying the intensity and persistence of effort and (2) by giving employees clearer role perceptions so their effort is channeled toward behaviors that will improve work performance.

- **Question 2**

2 out of 2 points

The desire to seek approval from others, conform to their wishes and expectations, and avoid conflict and confrontations is referred to as the need for

Selected Answer: affiliation.

Response Feedback: Need for affiliation (nAff) refers to a desire to seek approval from others, conform to their wishes and expectations, and avoid conflict and confrontation.

- **Question 3**

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O García



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