

Past Papers

- Intro to health management

﴿ وَإِن تَتَوَلَّوْا يَسْتَبَدِلْ قَوْمًا غَيْرَكُمْ ثُمَّ لَا يَكُونُوا أَمْثَلَكُمْ ﴾

اللهم استعملنا ولا تستبدلنا

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Health management and motivation

Q1. The function of management that concentrates on initiating action in the organization through effective leadership and motivation of and communication with subordinates is

- A- Controlling
- B- Planning
- C- Organizing
- D- Staffing
- E- Directing

Answer E

Q2. According to Maslow's hierarchy of needs, if a person's esteem needs have been satisfied, then it is safe to assume that all of the following needs have also been satisfied ,EXCEPT:

- A- Belonging
- B- Employment
- C- Autonomy
- D- Safety
- E- Affection

Answer C

Q3. It is recommended in the literature on employees' motivation to give employees-----compliment(s) for every criticism

A- 2

B- 5

C- 1

D- 4

E- 3

Answer E

Q4. Which of the following is one of the hygiene factors identified by Herzburg

A- Advancement

B- Recognition

C- Responsibility

D- Working conditions

E- Achievement

Answer D

Q5. “Satisfaction progression” is associated with which theory of motivation?

- A) Reinforcement theory
- B) Maslow “hierarchy of needs”
- C) Goal-Setting theory
- D) Self-Determination theory
- E) Adam Equity theory

ANSWER: B

Q6. According to AH Maslow, employment is a ___ need.

- A) Belonging
- B) Safety
- C) Self-actualization
- D) Physiological
- E) Self-esteem

ANSWER: B

Q7. The leader sets high performance standards for their employee, is in which leadership style?

- A) Coercive
- B) Participative
- C) Pacesetting
- D) Coaching
- E) Autocratic

ANSWER: C

Q8. When the manager ignores the behavior of the employee, it is an example of:

- A) Positive reinforcement
- B) extinction
- C) growth
- D) punishment
- E) negative reinforcement

ANSWER: B

Q9. Equity theory of motivation focuses on:

ANSWER: People's perception of how fairly they must be treated when compared to others.

Q10. Management function that is related to developing and maintaining workforce through strategies:

- A) Staffing
- B) Directing
- C) Responding
- D) Organizing
- E) Controlling

ANSWER: A

Q11. The most common organizational structure for healthcare organizations is:

- A) Matrix structure
- B) Network structure
- C) Team based
- D) Service line management
- E) Functional structure

ANSWER: E

Q12. One of the following refers to utilization of resources to achieve organization objectives:

- A) Organizing
- B) Planning
- C) Staffing
- D) Controlling
- E) Dictating

Answer: A

Q13. Which of the following is related to low level motivators:

- A) Salary
- B) Supervisors
- C) Work conditions
- D) All the above

Answer: D

Q14. Alderfer which postulated that individuals would move in and out of the various levels depending upon the extent to which their needs were being met. This termed as satisfaction-regression principle:

- A) TRUE
- B) FALSE

Answer: B

Q15. Elimination any reinforcement that is maintaining behavior is called:

- A) Positive reinforcement
- B) Negative reinforcement
- C) Extinction
- D) Punishment
- E) None of the above

Answer: C

Q16. Who proposed that individuals are motivated when their behavior are reinforced?

- A) Skinner
- B) Maslow
- C) Hall
- D) Alderfer

Answer: A

Q17. Hygienes are related to “Job content” while motivators are related to “Job context”:

A) TRUE

B) FALSE

Answer: B

Q18. Ali is a medical student who wants to be a surgeon in the future because he seeks autonomy, Personal growth, and development not only that but also status and recognition. Which level of Maslow's hierarchy of needs does he want to achieve and progress?

- A) Self-actualization
- B) Esteem
- C) Love/belonging
- D) Safety
- E) Physiological

Answer: A

Q19. The employees are self-motivated and highly competent:

- A) Coaching
- B) Pacesetting leadership
- C) Participative leadership
- D) Coercive leadership
- E) None of the above

Answer: B

Q20. One of the following is correct about the Adam's equity theory:

- A. Employees are motivated when they perceive they are treated equitably in comparison to others within the organization
- B. Employees are motivated by the performance and expected outcomes of their own behavior
- C. Goals motivate people to work harder

Answer: A

Q21. Which of the following is considered hygiene according to Herzberg?

- A. Achievements
- B. Work conditions
- C. Responsibility

Answer: B

Q22. The mission of an organization refers to its:

- A. Purpose
- B. Future
- C. Culture

Answer: A

Q23. Which of the following are internal factors of SWOT Analysis?

- A. Opportunities & Threats
- B. Strengths & Weaknesses
- C. Strengths & Threats

Answer: B

For any feedback, scan the code or click on it.



Corrections from previous versions:

Versions	Slide # and Place of Error	Before Correction	After Correction
V0 → V1			
V1 → V2			

Additional Resources:

رسالة من الفريق العلمي:

"اللهم أنت ربي لا إله إلا أنت خلقتني وأنا عبدك
وأنا على عهدك ووعدك ما استطعت، أعوذ بك
من شر ما صنعت، أبوء لك بنعمتك علي وأبوء
لك بذنبي فاغفر لي فإنه لا يغفر الذنوب إلا أنت".