

CHAPTER 4 – Theories of Motivation

What are all the different theories of motivation that can be used in the workplace, and how do they differ?

Case Study/Example: Wage Reduction Proposal

- Maslow's => Security (lost job)
- Herzberg => hygiene (longer hours), motivators (less family/personal time).
- extrinsic (less paid holiday time); intrinsic (work-life balance)
- Vroom's => Instrumentality (more effort, same rewards)

Questions & Terms

LO 1 What are the three key elements of motivation?

each is interrelated + interdependent motivation

Theory X } Opposing Theories

Theory Y }

intrinsic motivators

extrinsic motivators

Answers & Definitions

Motivation

- Direction
 - effective?
 - quality of effort
- Intensity
 - how hard you work
 - strength of tendency to work
- Persistence
 - how long you maintain effort
 - long enough to achieve goal

enthusiasm for doing something, reasons for doing something, willingness (e.g. schoolwork vs. hobby).

Negative; employees need to be coerced, incentivized, controlled (e.g. "carrot + stick", performance reviews, Amazon trackers)

Positive; employees want to achieve goals + have responsibility (e.g. empowerment, open communication channels)

Come from within, not influenced by external factors (e.g. personal goal, volunteering (fulfilling))

Come from outside a person (e.g. bonuses, salary raise, any tangible reward)

Review

Compare + contrast Theory X + Theory Y.

What is my own example of an intrinsic motivator? An extrinsic one?

Explain (using DIP) why someone is more likely to achieve their own goals compared to goals set by others.