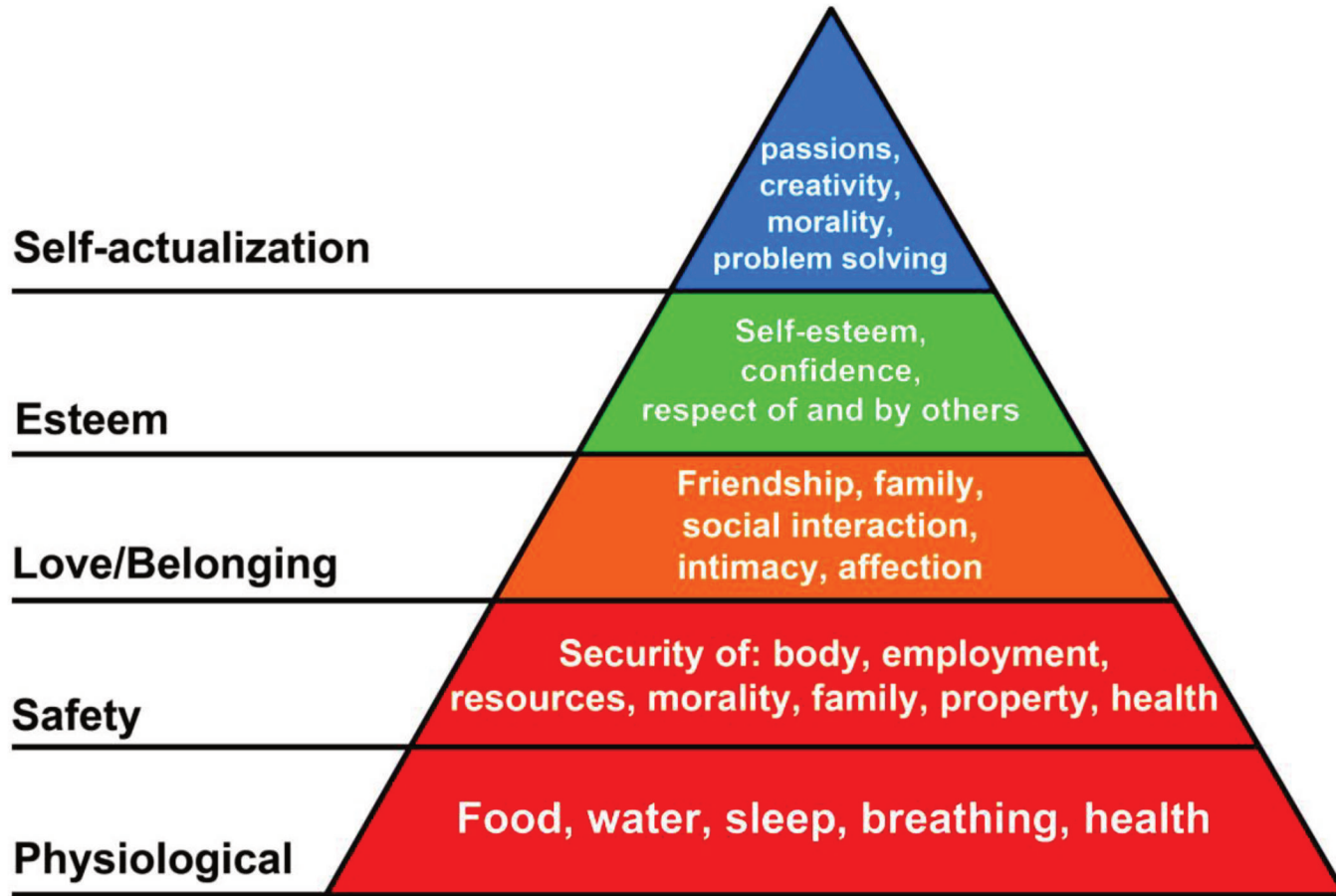
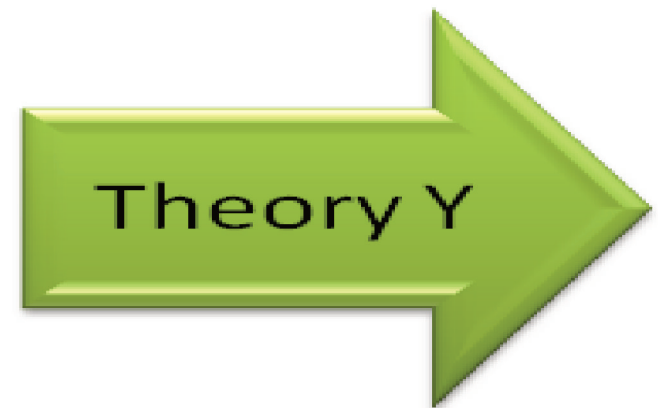


# Theories of Motivation

# Maslow's Need Hierarchy theory



# Mc –Gregor's Theory X and Theory Y



## Attitude

We dislike work, find it boring, and will avoid it if we can.

We need to work and want to take an interest in it. Under the right conditions, we can enjoy it

## Direction

We must be forced or coerced to make the right effort.

We will direct ourselves towards a target that we accept.

## Responsibility

We would rather be directed than accept responsibility, which we avoid.

We will seek and accept responsibility, under the right conditions

## Motivation

We are motivated mainly by money and fears about their job security.

Under the right conditions, we are motivated by the desire to realize our own potential.

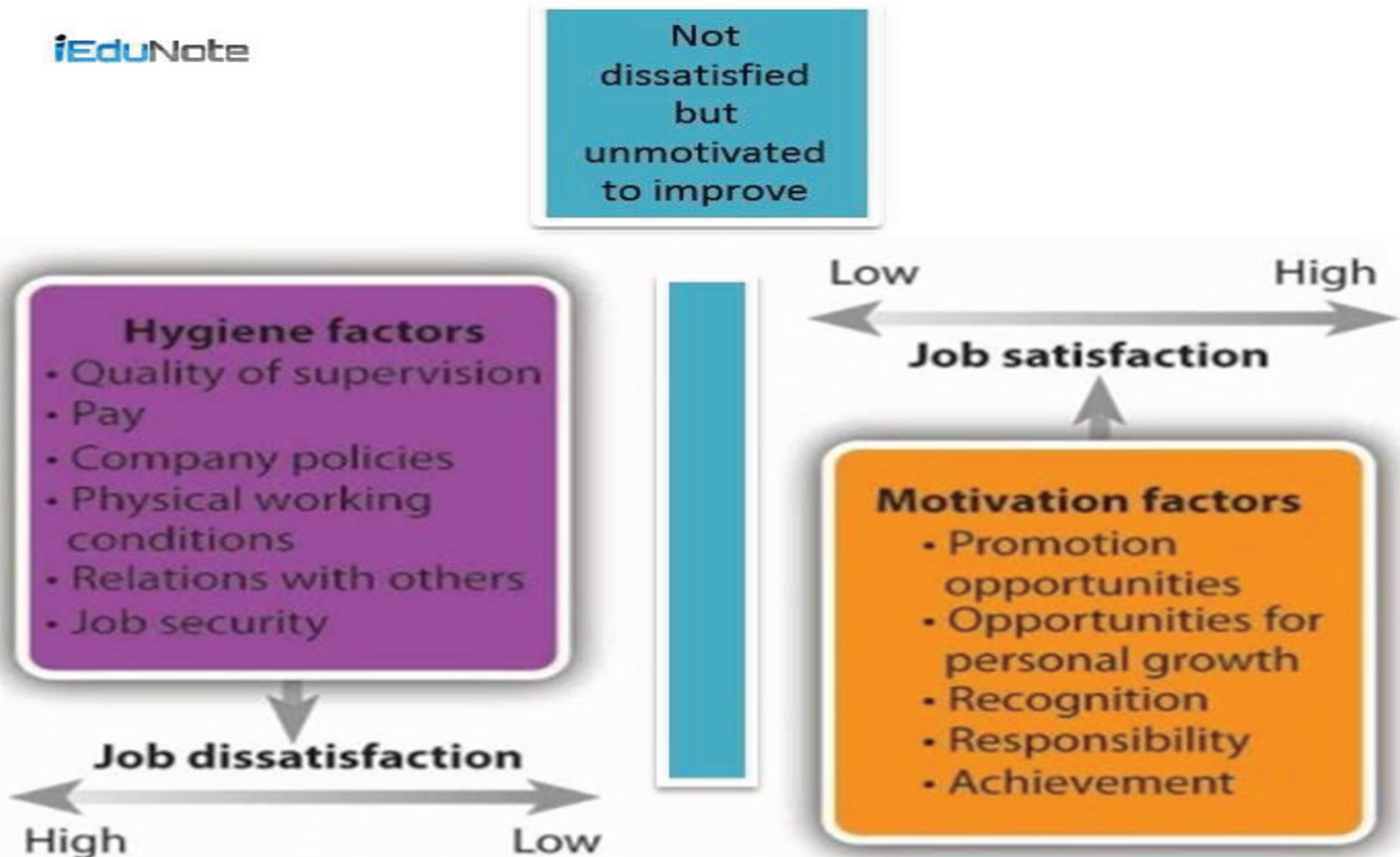
## Creativity

Most of us have little creativity – except when it comes to getting around rules.

We are highly creative creatures – but are rarely recognized as such or given the opportunity to be.

# Herzberg Two factor Theory

iEduNote



# Vroom's Expectancy Theory

Expectancy       $\times$       Instrumentality       $\times$       Valence

Effort

Performance

Rewards

1) Will my effort lead to high performance?

2) Will performance lead to outcomes?

3) Do I find the outcomes desirable?



# Equity Theory

The structure of equity in the workplace is based on the ratio of inputs to outcomes.

RATIO COMPARISONS	PERCEPTION	SITUATION OF AN EMPLOYEE
$\frac{\text{Individual's outcome}}{\text{Individual's input}} < \frac{\text{Other's outcome}}{\text{Other's input}}$	<b>Inequity</b>	<b>Anger</b>
$\frac{\text{Individual's outcome}}{\text{Individual's input}} = \frac{\text{Other's outcome}}{\text{Other's input}}$	<b>Equity</b>	<b>Satisfied</b>
$\frac{\text{Individual's outcome}}{\text{Individual's input}} > \frac{\text{Other's outcome}}{\text{Other's input}}$	<b>Inequity</b>	<b>Pride, Over confidence and Guilt</b>