**MGT502 GDB Spring 2024**

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**Answer:**

According to the given scenario the best option is “Expectancy Theory.”

Rafia's decision not to apply for the Vice-Chancellor job, even though she wants it, can be explained by expectancy theory.

**Reason:**

Expectancy theory says that people are motivated to work hard if they believe in three things:

* **Expectancy:** Their effort will lead to good performance.
* **Instrumentality:** Good performance will lead to a certain outcome.
* **Valence:** They value the outcome.

**In Rafia's case:**

She doesn't believe her efforts will result in the level of performance needed for the job (low expectancy). She doubts she has enough experience to do well in the role of Vice-Chancellor. Even though she really wants the job (high valence), her lack of confidence in her ability to perform well makes her decide not to apply.

So, her overall motivation to apply for the position is low because she doesn't think she can meet the performance standards required.

**Conclusion:**

Rafia's decision not to apply for the Vice-Chancellor job, even though she wants it, can be explained by expectancy theory.