Equity Theory

* Compares I/O and corrects inequities
* Distors, induces I/O to see what happenes
* Changes the comparison person

Three Needs Theory

* Achievement
* Power
* Affiliation

Goal Setting Theory

* Specific goals increase performance
* More difficult goals, when accepted, result in higher performance

**Herbergz’s Motivation – Hygiene Theory**

* + **Satisfaction - Motivators**
    - Achievement
    - Recognition
    - The work itself
    - Responsibility
    - Advancement
    - Growth
  + **Dissatisfaction – Hygiene factors**
    - Company policies
    - Supervision
    - Relationship with supervisor and peers
    - Work conditions
    - Salary
    - Status
    - Security

It is not tailored to specific persons, only considers the average. It is also based on the assumption that happy & satisfied workers produce more. That is not always the case, because happy and satisfied workers might get distracted by the

**Expectancy Theory**

* Individuals act based on expectation of the outcome
* Individuals act based on the effort involved
* Individuals act based on the attractiveness of reward

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