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

<http://www.emeraldinsight.com/case_studies.htm/journals.htm?articleid=1896705&show=html&WT.mc_id=alsoread>

<http://www.bizresearchpapers.com/38.Subha.pdf>

<http://mesharpe.metapress.com/app/home/contribution.asp?referrer=parent&backto=issue,10,11;journal,25,53;linkingpublicationresults,1:106046,1>

Tost, Leigh Plunkett, Francesca Gino, and Richard P. Larrick.

"When Power Makes Others Speechless: The Negative Impact of

Leader Power on Team Performance." Academy of Management

Journal (forthcoming)

George Halkos, Dimitrios Bousinakis, (2010) "The effect of stress and satisfaction on productivity", International Journal of Productivity and Performance Management, Vol. 59 Iss: 5, pp.415 – 431

<http://www.emeraldinsight.com/journals.htm?articleid=1865086&show=abstract>

Bakker, Arnold B. (Ed); Leiter, Michael P. , (2010). Work engagement: A handbook of essential theory and research. , (pp. 102-117). New York, NY, US: Psychology Press, viii, 209 pp.

<http://psycnet.apa.org/psycinfo/2010-06187-008>

Pierce, W. David; Cameron, Judy; Banko, Katherine M.; and So, Sylvia (2003) "Positive Effects of Rewards and Performance Standards on Intrinsic Motivation," The Psychological Record: Vol. 53: Iss. 4, Article 4.

<http://opensiuc.lib.siu.edu/tpr/vol53/iss4/4>

The need to belong: Desire for interpersonal attachments as a fundamental human motivation

How we manage success and failure throughout our lives

Psychological well-being and job satisfaction as predictors of job performance

http://jama.jamanetwork.com/article.aspx?articleid=195438