

Structure Written Summary : Chapter 06

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MOTIVATION signifies to the set of processes that arouse, direct, and maintain human behavior for achieving some goal. Four components essential to comprehending motivation :
AROUSAL → **DIRECTION** → **MAINTENANCE** → **GOAL**

MOTIVATIONAL FIT APPROACH suggests that individuals are most motivated when their personal values, goals, and interests align with the demands and goals of their job or organization.
TRAITS – ACHIEVEMENT , ANXIETY SKILLS - EMOTION AND MOTIVATION CONTROL

GOAL-SETTING THEORY it is a type of approach where a goal serves as a motivator for three key reasons : SELF-EFFICACY , GOAL COMMITMENT , TASK PERFORMANCE.

EQUITY THEORY according to equity theory, people are driven to uphold equitable (i.e., distributively fair) connections with others and to steer clear of inequitable ones . People compare themselves to others by focusing on two variables: OUTCOMES & INPUTS.

EXPECTANCY THEORY According to expectancy theory, the three elements of motivation act as a multiplicative function which are : EXPECTANCY, INSTRUMENTALITY, AND VALENCE

HOW TO IMPROVE MOTIVATION USING THESE APPROACHE'S

MOTIVATIONAL FIT APPROACH	GOAL-SETTING THEORY	EQUITY THEORY	EXPECTANCY THEORY
Prescreen for desired traits & skills	Goals should be specific and difficult	Avoid underpayment	Make it clear that effort is linked to performance
Create positive work environment	Goals should be attainable	Avoid over payment	Administer rewards that have positive valence to employees
Build motivational skills	Provide feedback on goal attainment	Be open and transparent about pay	Clearly link valued rewards to performance

Job Enlargement - The purpose of job enlargement is to diversify the duties carried out by an employee, which can lessen boredom and boost motivation.

Job Enrichment - The goal of job enrichment is to enrich the meaningfulness and complexity of the work, which can increase employee motivation and satisfaction.

Job characteristics model - It is a thorough framework for creating occupations that improve performance and motivation. It highlights five fundamental employment factors that might affect motivation : SKILL VARIETY, TASK IDENTITY, TASK SIGNIFICANCE, AUTONOMY, AND FEEDBACK.