

Pygmalion, goal-setting, and expectancy theories

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Goal Setting Theory Affiliation Goal setting theory The theory of goal setting is one of the process theory of motivation. Its main focus is on how motivation is empowered and managed and what basic manners of thinking impact a person's conduct with respect to motivation. Also, it is based on four principle viewpoints that objectives need to be incorporated for there to be motivators. Objectives must be challenging, particular, with dynamic support in the goal setting process and learning of consequences of past performance. Setting objectives around these standards is said to lead to more yield. Associations that successfully utilized goal setting theory have a more noteworthy profit and benefit development than those that do not. Besides, Klein et. al (2001) found that teams, where objectives were outlined, had higher productivity rate and lower labor turnover rate than in crews where there were no objectives.

The various criteria that I would apply in developing a strategy for productivity are goal commitment, goal specificity, goal difficulty, and feedback on progress toward the objective. Significance and sufficiency toward oneself improve goal commitment by the individual. The individual must find the objective essential and must accept they can attain to it. Making the importance of the objective individual gives the individual the inspiration to move past disappointment and keep up the way around the objective. Likewise, I would ensure that the objectives are precise and measurable. They ought to answer who, what, when, where, why, and how of the desires of the objective. Specificity and measurability give an outside referent to gauge progress (Eden, 1988).

Removing the ambiguity in objectives permits one to give attention to exact activities and practices identified with objective accomplishment. The more

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particular the objective, the more explicitly execution will be influenced.

Finally, I would set the goals sufficiently high to energize performance yet sufficiently low to enable them to be feasible. Setting objectives that are excessively high endangers inspiration and responsibility as well as creating a society of defilement and deceitfulness (Eden, 1988).

References

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- Klein, H. J., Wesson, M. J., Hollenbeck, J. R., Wright, P. M., & DeShon, R. P. (2001). The assessment of goal commitment: A measurement model meta-analysis. *Organizational behavior and human decision processes*, 85(1), 32-55.