

# Theories of motivation

Business



Theories of Motivation affiliation Theories of Motivation Expectancy theory is a theory that proposes that a person decide or act in a certain manner because they are motivated to select one behaviour over other behaviours due to the way they want the result of the particular behaviour. In essence, the approach emphasizes the thirst for organization to relate rewards directly to do and to prove that the rewards provided are the best rewards that the recipient wants. Vroom's motivation theory governed the choices among voluntary activities and governed by an individual. Therefore, the motivation is the product of individual's expectation on putting a particular effort(Avolio, Walumbwa, & Weber, 2009).

Locke goal setting theory involves dealing with specific, measurable, realistic and time bound objectives. The goal setting theory works on the principle that, for efficient performance, the individuals in the group must have a common goal to reach, and are explicitly stated. Goals are clear motivation that set standards for personal satisfaction. To achieve the goal, one must be able to set success and meet work challenges that are measurable. Equity theory explains the relation satisfaction in terms of perception of fairness distribution of resources.

The concept of Locke can be incorporated into vroom's theory this way; the Locke theory rotates on the principle of goal setting and working towards achieving the goal. It can be related to expectancy theory in that the employee must have some particular behaviour in the company to achieve the uttermost results that lead to a reward. It explains the motivation of the employee in achieving goals as a form of motivation.

In relating Adams theory to expectancy theory; Adams theory explains the satisfaction of an employee, in which an employee will work or behave in

certain ways to earn the equal treatment with other colleagues. The fairness leads to voluntary hard work that yield best rewards.

#### Reference

Avolio, B. J., Walumbwa, F. O., & Weber, T. J. (2009). Leadership: current theories, research, and future directions. *Annual Review of Psychology*, 60, 421-449.