

# Vroom's equation theory discussion

Psychology



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Vroom's equation theory discussion Victor Vroom's expectancy theory provides that people's efforts leads to performance into outcomes that an individual values. Value in the efforts establishes motivation that Vroom's equation explains is a factor of reward and expectation.

The relationship that Vroom offers in his equation does not reflect, accurately, on how I am motivated. The equation could be an estimator of how I am motivated because my vision and utility in achieving my desired goals form the basis of my level of motivation but the subjective scope of the equation undermines its validity. This is because there is no accurate measure for the variables and the result cannot be accurate (Schermerhorn, 2010).

The relationship between these variables holds for different cultures but with different constant terms for each group. This is because value for reward and effort differs across cultures. Team effort is for example more valuable in a collectivism culture that individual effort is and this influences the equation for the same level of attainable reward. Values that define degree of intrinsic motivation also influence ability of the equation to hold (Wlodarczyk, 2010).

Vroom's equation has a weak relationship to a collectivist society because its foundation of an individual's power to control external environment is limited in a collectivist society where power of a group, rather than that of an individual, control the environment (Wlodarczyk, 2010).

Vroom's equation still works if work is not the central point in life. This is because even though the equation is based on a work environment, its variables are not, and this means that the equation can apply to other environments that have the variables (Vellnagel, 2012).

A belief that people have little control over their lives affects expectancies in <https://assignbuster.com/vrooms-equation-theory-discussion/>

Vroom's theory because it influences values that people associate with efforts and rewards. A collectivist culture, for example, lowers expectancies in the theory (Wlodarczyk, 2010).

#### References

Schermerhorn, J. (2010). *Management*. Hoboken, NJ: John Wiley & Sons.

Vellnagel, C. (2012). *Cultural differences in job motivation*. Norderstedt: GRIN Verlag.

Wlodarczyk, A. (2010). *Work motivation: A system for multilevel strategy*. Bloomington, IN: AuthorHouse.