

Sample essay on expectancy theory

[Business](#), [Management](#)



Expectancy theory of motivation is based on cognitive psychology. The theory opinionates that people are motivated by their conscious expectations of what will happen if they undertake particular things. The individuals are in most cases more productive when their belief is inclined to the realization of their expectations. This essay seeks to examine the three elements of the expectancy theory in relation to the managerial motivation towards employees.

The three elements of expectancy theory include

- expectancy,
- instrumentality
- Valence

Expectancy

Expectancy refers to an individual's belief that working hard will bring the desired level of performance. This effort-performance element, which can be used by the management of, organizations to reward the most dedicated employees, who work to produce excellent results. For the management to motivate this group of workers should use rewards such as wage incentives and promotions.

Instrumentality

This refers to a person's belief that accomplished performance will be attributed to rewards and other outcomes related. For the management to reward the employees whose outcome is excellent and meets the expected target should use the performance-outcome expectancy as it called.

Motivation based on this criterion will encourage the employees to work smart and achieve high quality of outcome and expected quantity targets.

Valence

This refers to the worthiness that a worker assigns a particular probable reward and other work related results. In this case, the worker makes personal judgment on the quantity and type of reward that can be attributed to the quantity, quality and type of work done. For the management to motivate the employees with this perspective then it should assign a certain level of quality and quantity targets some rewards. This implies that the employees who reach such extents in term, so quality and quantity will be rewarded.

In conclusion, the elements of the expectancy theory can be integrated in the management systems of various organizations to ensure employees are well-rewarded concerning the performance in terms of quality and quantity targets.