The expectancy theory

Psychology

Psychologist Victor Vroom asserted that a person' a motivation do things to reach an objective would prove true if said person believes in the value of the goal and there is a chance to reach that goal. If an employee under the direction of a manager could he motivated to do something set by the latter, if the said employee puts value on the outcome of his or efforts and believes that reaching the same outcome is attainable or probable. Vroom's explanation of the expectancy theory can be reduced into an equation as follows: Force = valence x expectancy (Koontz & Weihrich, 2006). Force here would represent the strength of employee's or subordinate's motivation. Such force is a function of valence which equates with the strength of same employee's preference for an outcome and expectancy as expressed in a probability that a certain action ultimately brings a desired outcome (Koontz & Weihrich, 2006). A manager would benefit much if he has knowledge that an employee is interested in outcome like promotion or higher pay. A manager, in applying the theory can tie up the pay with a level of performance while meet organizational objectives. Given the connection, it would be easier for the manager to motivate the said employee to do tasks assigned in attaining the desired level of performance which could actually help the employee or subordinate to be promoted or have the higher pay. Indifferent and non-believing employees could not be motivated as there would be a zero and negative valence respectively.

Thus good managers must know what interests their subordinates and provide them the chance and reason to attain them in relation to tasks given to them.