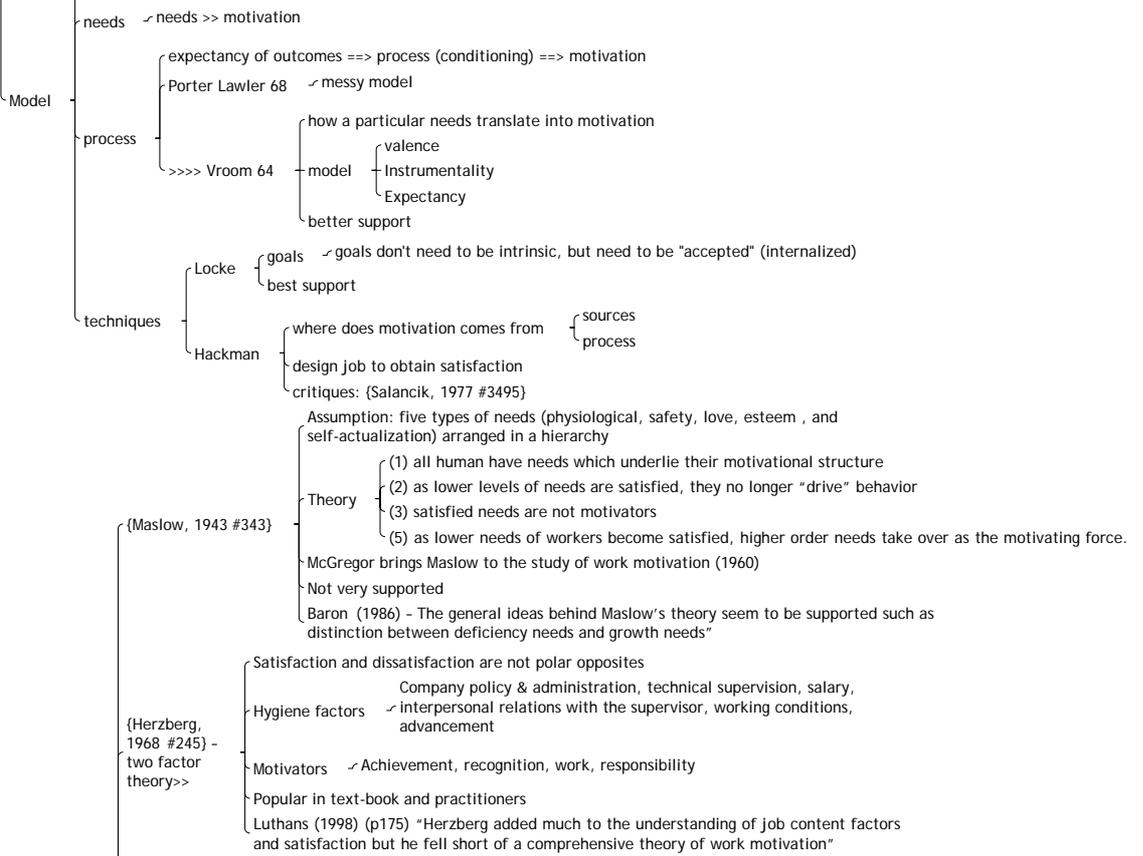
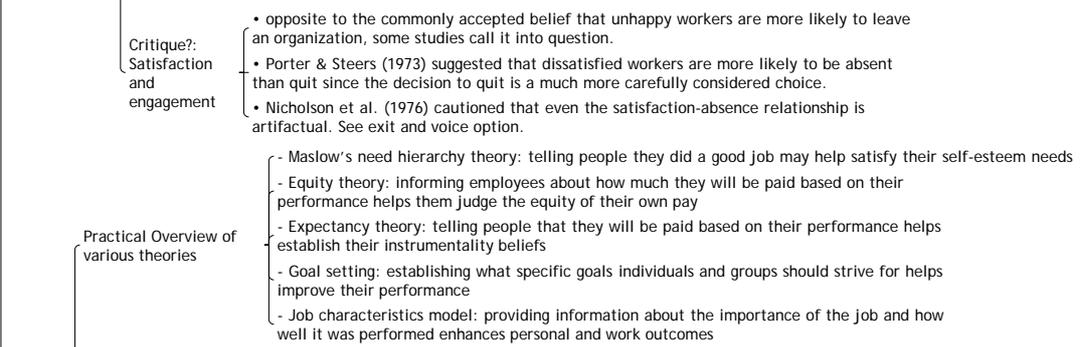
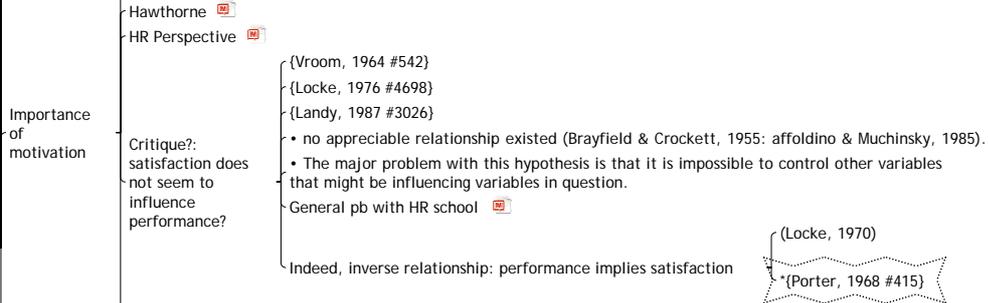
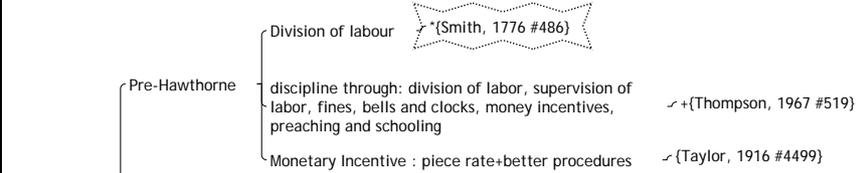
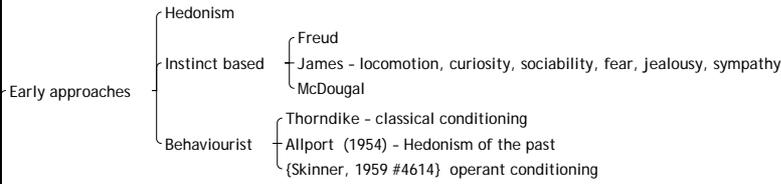


"psychological mechanisms governing the direction, intensity, and persistence of actions not due solely to individual differences in ability or to overwhelming environmental demands that coerce or force action" - (Nicholson, 1995 #5664)

"the techniques used by managers for the purpose of facilitating employee behaviors that accomplish organizational goals" - (Nicholson, 1995 #5664)

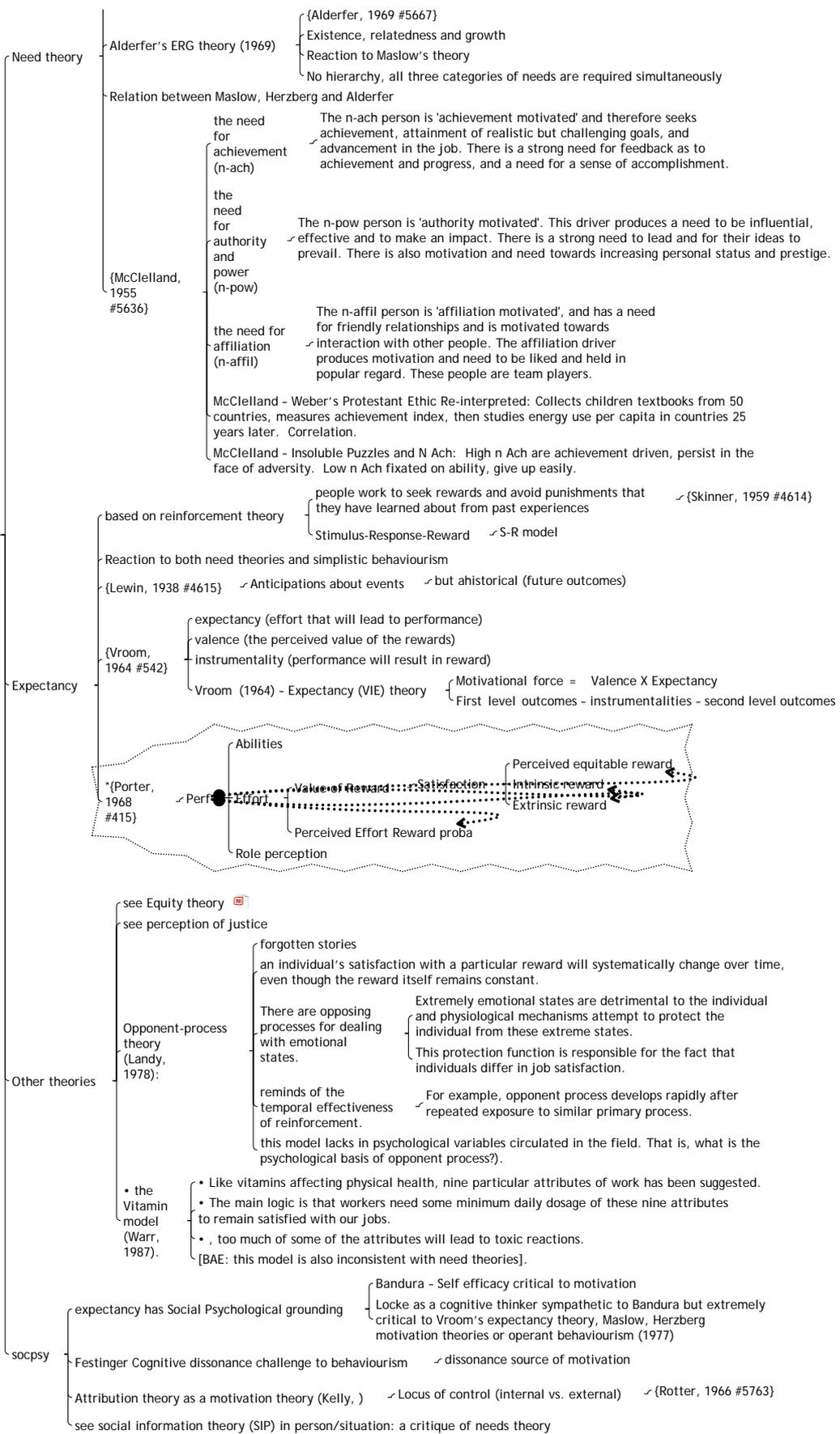
basic equation: Need + Drive = Behavior -> Direction/Maintenance -> Goal



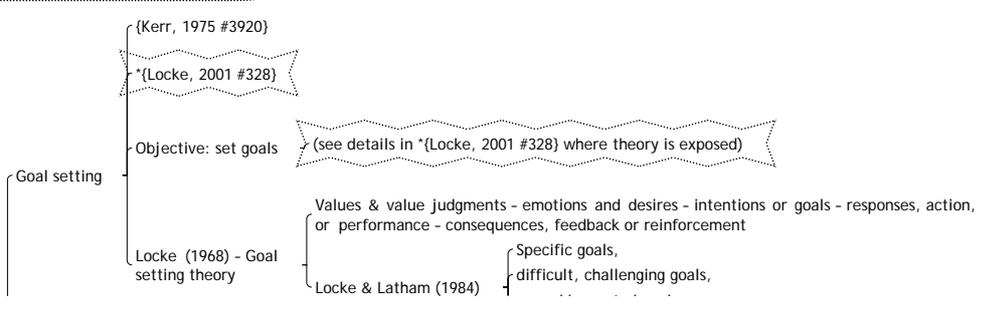
Introduction

Motiv

Theories of motivation



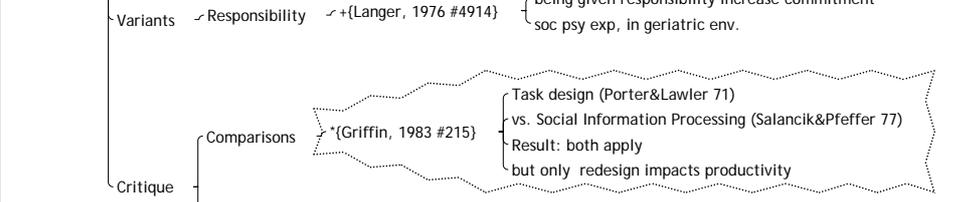
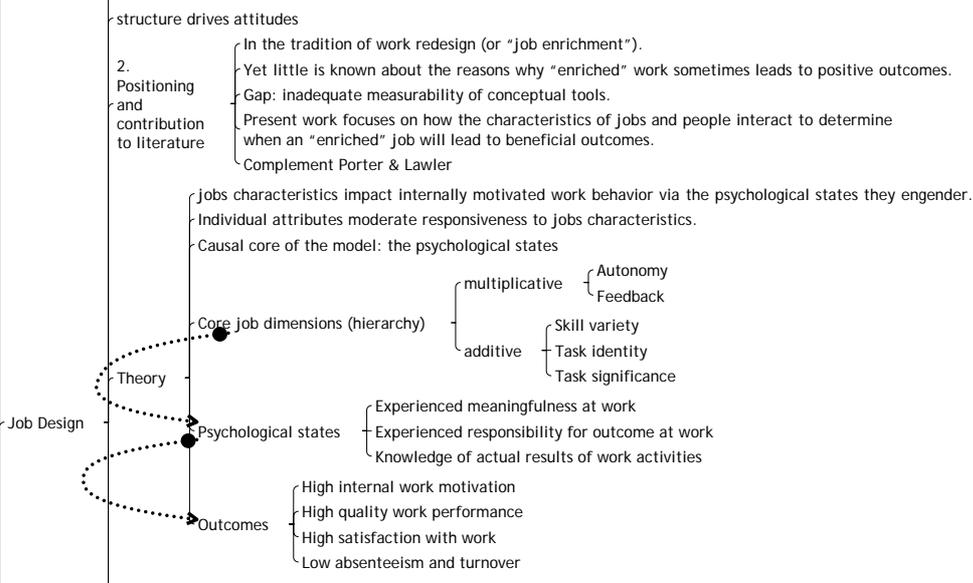
(C)opyright Fabrice Cavarretta, 2003-2005
 All maps from <http://ot.cavarretta.com>



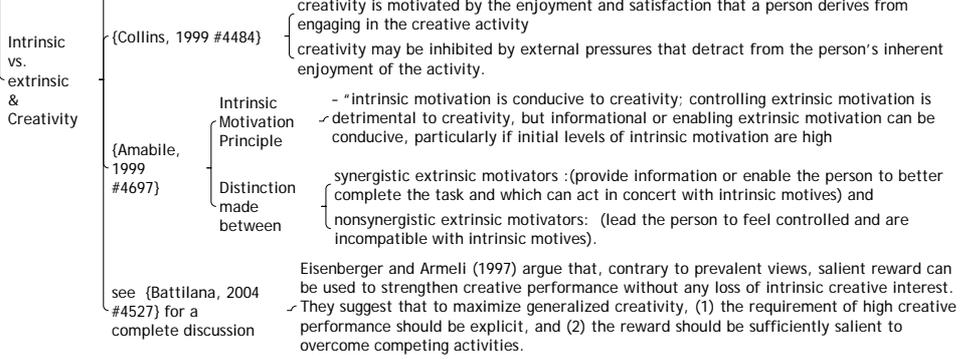
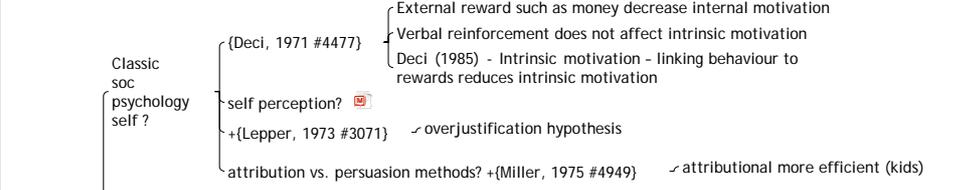
owned/accepted goals,
objective, timely feedback

*(Hackman, 1976 #221)

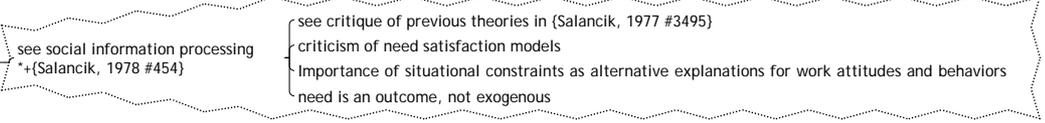
Techniques of motivation



(SCB): how takes into account social information processing? Does not address any interpersonal or situational factors in the workplace that might impact the psychological states. What about team work, culture, etc.? Are job dimensions intrinsic in the work or are they experienced, and if so, how? Also ahistorical: how does previous experience, education, socialization, influence person's states?



Critique



New Perspectives?

Future directions (AMR Special issue {Steers, 2004 #4611}) → Role of time in goal-setting (Fried & Haynes, 2004) (Link with Gersick, 1988)

To place

Job Attitudes → {Bae, 2001 #4525}

13. Motivation

- Mithell, Terence "Matching Motivational Intervention to Organizational Contexts," Research in Organizational Behavior (Vol. 19, 1997)
- 01. Instit
 - 05. Learning
 - 11. Cogn/Att
 - 08. Org Econ
 - 18. Power Influence → +{Miller, 1975 #4949} → attribution more efficient than persuasion

To Scan micro

dsfsd