

PROCESS THEORIES

Expectancy Theory. (Victor Vroom's expectancy theory)

- argues that the strength of our tendency to act a certain way depends on the strength of our expectation of a given outcome and its attractiveness
- employee will be motivated to exert a high level of effort when they believe that it will lead to a good performance appraisal.

- good performance appraisal will lead to organisational rewards such as salary increase

— the rewards will satisfy their $\frac{1}{2}$ personal goals.

— This theory focus on 3 relationship.

1) Expectancy - effort - performance relationship.

The probability perceived by the individual that exert a given amount of effort will lead to performance

2) Instrumentality & the performance - reward relationship.

degree to which individual believes performing at a particular level will lead to the attainment of a desired outcome.

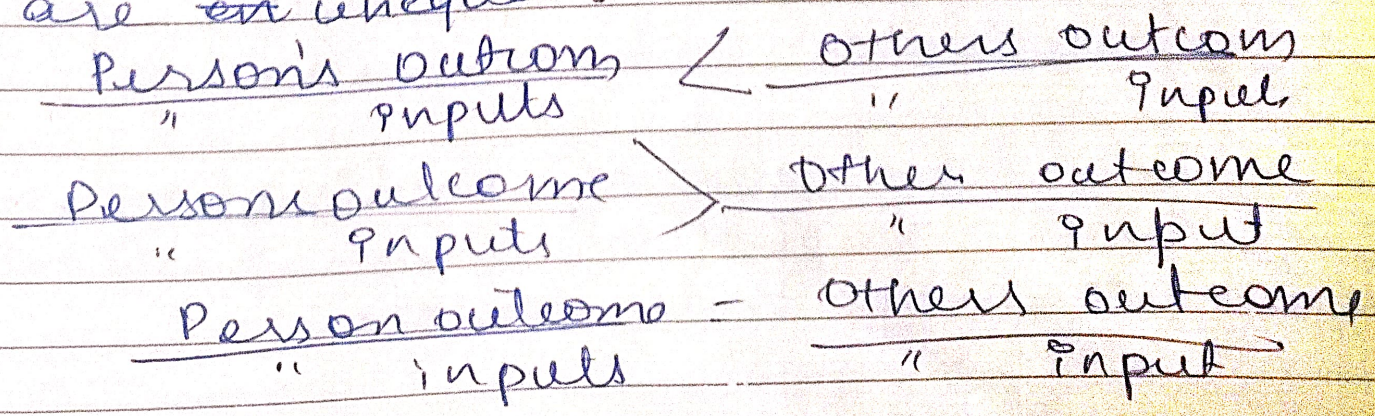
3) Valence - the rewards - personal goals relationship

degree to which organisational rewards satisfy an individual's personal goals or needs and the attractiveness of those potential reward for the individual.

Adam's Equity theory of Work Motivation

- Equity theory has been around just as long as the expectancy theory of work motivation.
- Its root can be traced back to cognitive dissonance theory.
- J. Stacy Adams is a social psychologist who introduced this theory.
- argues that a major input into the job performance and satisfaction is the degree of equity (or inequity) the people perceive in their job situation.

- In equity occurs when a person perceives that the ratio of his or her outcomes to inputs and the ratio of a relevant other's outcome to inputs are unequal.



- Both input & output of the person and others are based on the person's perception

- Age, sex, education, social status, organisational position, qualification and now hard person works comes under perceived input

- Salary, status reward etc comes under outputs

- The ratio is taken on the basis of the person's perception of what the person is giving & receiving versus the ratio of what the relevant other is giving and receiving

- If the person's perceived ratio is not equal to the other, he or she will strive to restore the ratio of equity

✓ This strive to restore equity is used as the explanation for work motivation

⇒ The strength of motivation is a direct proportion to the perceived inequity that exists

Dadam suggests that such malinances may be ~~overruled~~ ^{overruled} in several forms. To restore the equity, the person ^{may} alter the input or ^{log with the} ~~but~~ ^{but} ~~some~~ ^{but} ~~the~~ ^{the} input or outcome, leave the field, ~~and~~ ^{and} on the other, or manage the other.

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