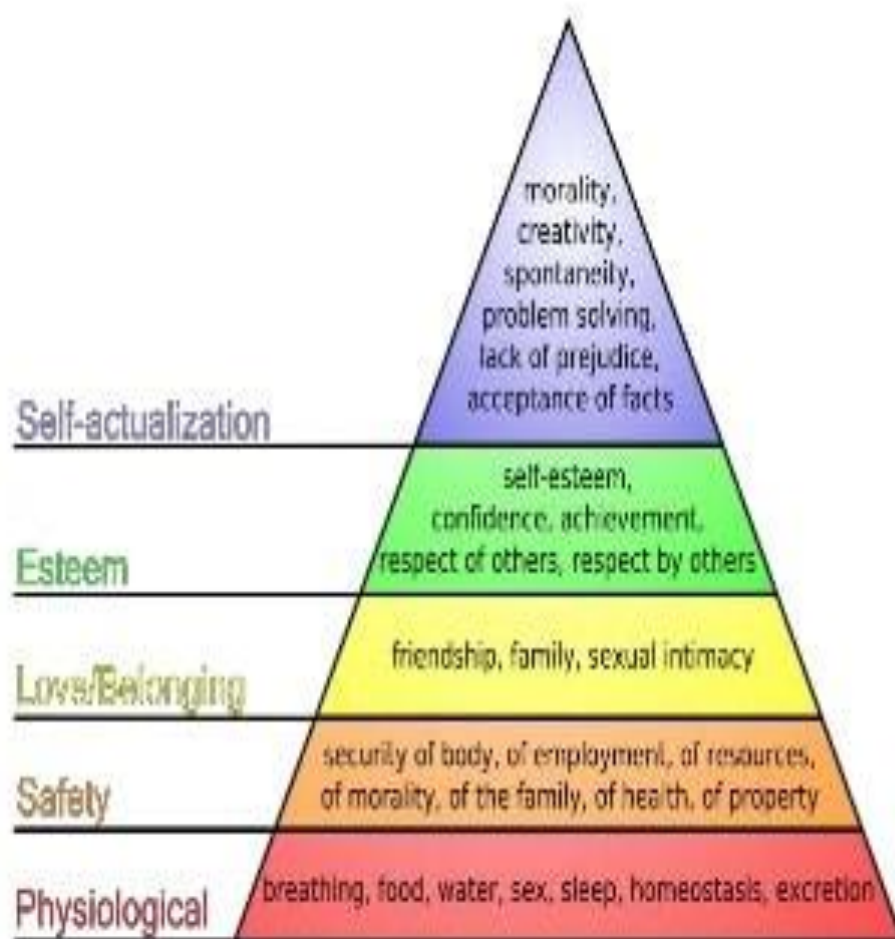


Theory of motivation

1st semester/paper code-103

BY:-MRS.RINKI KUMARI
DEPTT.OF EDUCATION
MMHA&PU,PATNA

2. Maslow's Hierarchy of Needs

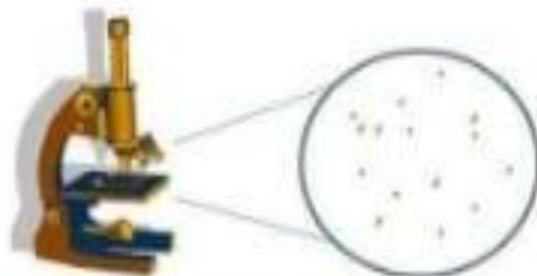


The hierarchy is made up of 5 levels

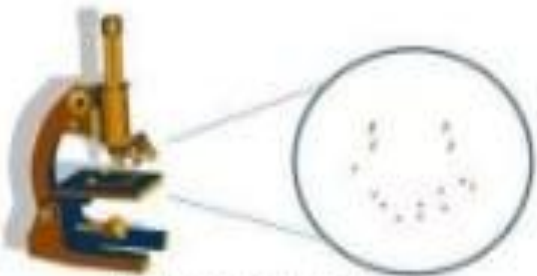
- 1. Physiological** – these needs must be met in order for a person to survive, such as food, water and shelter.
- 2. Safety** – including personal and financial security and health and wellbeing.
- 3. Love/belonging** – the need for friendships, relationships and family.
- 4. Esteem** – the need to feel confident and be respected by others.
- 5. Self-actualisation** – the desire to achieve everything you possibly can and become the most that you can be

3.Hawthorne Effect

The Hawthorne Effect was first described by Henry A. Landsberger in 1950 who noticed a tendency for some people to work harder and perform better when they were being observed by researchers.



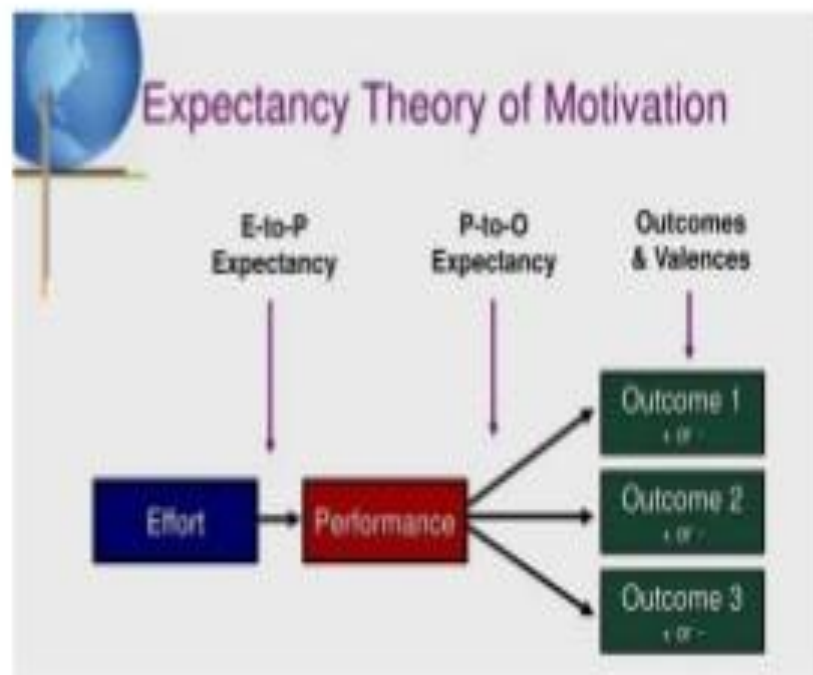
When No One is Watching



Add An Observer

4. Expectancy Theory

Expectancy Theory proposes that people will choose how to behave depending on the outcomes they expect as a result of their behaviour. In other words, we decide what to do based on what we expect the outcome to be. At work, it might be that we work longer hours because we expect a pay rise.



Expectancy Theory is based on three elements:

1. **Expectancy** – the belief that your effort will result in your desired goal. This is based on your past experience, your self confidence and how difficult you think the goal is to achieve

2. **Instrumentality** – the belief that you will receive a reward if you meet performance expectations.

3. **Valence** – the value you place on the reward.

BENEFITS OF MOTIVATION

- ▶ 1. Need satisfaction
- ▶ 2. Job satisfaction
- ▶ 3. Productivity
- ▶ 4. Learning
- ▶ 5. Discipline

CREATING MOTIVATING CLIMATE:

For proper motivation among employees, the manager has to create:

- ▶ Conditions where workers energies are not extended totally in meeting their basic needs.
- ▶ A climate for inter-dependent work rather than dependency.
- ▶ A competitive climate through recognition of good work
- ▶ A productive climate through personal example
- ▶ A climate approach and problem-solving rather than avoidance
- ▶ Motivate individually through guidance and counselling