

## 7.17: Work Motivation for Performance



Figure 7.17.1 (Credit: mohamed\_hassan/ Pixabay/ (CC BY 0))

### Learning Objectives

**After reading this section, you should be able to answer these questions:**

- Define motivation, and distinguish the direction and intensity of motivation.
- Describe a content theory of motivation, and compare and contrast the main content theories of motivation: manifest needs theory, learned needs theory, Maslow's hierarchy of needs, Alderfer's ERG theory, Herzberg's motivator-hygiene theory, and self-determination theory.
- Describe the process theories of motivation, and compare and contrast the main process theories of motivation: operant conditioning theory, equity theory, goal theory, and expectancy theory.
- Describe the modern advancements in the study of human motivation.

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