

8.26: Introduction to Process-Based Theories

What you'll learn to do: explain process-based theories of motivation

In this section, we will discuss three theories of motivation that represent an alternative to the needs-based approaches discussed in the prior section. Equity theory, expectancy theory and reinforcement theory are all process-based concepts positing that human behavior is based on predictable processes of environmental or situational analysis. We will also highlight similarities between needs- and process-based theories and the management implications of the each of the process theories.

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