

## CHAPTER OVERVIEW

### 7: Work Motivation for Performance



Exhibit 7.1 (Credit: mohamed\_hassan/ Pixabay/ (CC BY 0))

#### Learning Outcomes

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

1. Define motivation, and distinguish the direction and intensity of motivation.
2. 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.
3. 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.
4. Describe the modern advancements in the study of human motivation.

[7.1: Motivation- Direction and Intensity](#)

[7.2: Content Theories of Motivation](#)

[7.3: Process Theories of Motivation](#)

[7.4: Recent Research on Motivation Theories](#)

[7.5: Glossary](#)

[7.6: Summary of Learning Outcomes](#)

[7.7: Chapter Review Questions](#)

[7.8: Management Skills Application Exercises](#)

[7.9: Managerial Decision Exercises](#)

[7.10: Critical Thinking Case](#)

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