

## Expectancy Theory Of Motivation Motivating By Altering

Motivation is one of the foremost driving forces of human nature. It's what puts us at the edge of every action and activity; it is the sole driving force that keeps us moving forward in our journey to live and write our own story of life. It might seem philosophical in the beginning, and yet its motivation alone that wakes us up every day, keeps us alive every minute we exist, prompts us to complete our daily tasks and ultimately aim for a higher and a better of living. We have it inside of us and everybody is possessed with it. Indeed, several socio-political and economic issues and disasters that we observe often, can actually be very much related to a lack of motivation among people's lives. Motivation can thus be equated as a synonym for 'morale'. Ever since the beginning of time, motivation has always been with us. It's what led our earliest ancestors to stay alive in spite of numerous hardships that existed back then, prompted them to 'get the hunt in time' and made sure that groups never faded away. Motivation has been the prime factor behind every individual we remember today! Einstein invented the theory of relativity and everything scientists have been able to know of the universe because he was motivated to discover things nobody had done so before, with passion and energy. Human civilisation is in itself a by-product of motivated spirits; the inherent thirst to keep moving forward that has allowed humans as a species to test the forces of time.

As I begin to write this Preface, I feel a rush of excitement. I have now finished the book; my gestalt is coming into completion. Throughout the months that I have been writing this, I have, indeed, been intrinsically motivated. Now that it is finished I feel quite competent and self-determining (see Chapter 2). Whether or not those who read the book will perceive me that way is also a concern of mine (an extrinsic one), but it is a wholly separate issue from the intrinsic rewards I have been experiencing. This book presents a theoretical perspective. It reviews an enormous amount of research which establishes unequivocally that intrinsic motivation exists. Also considered herein are various approaches to the conceptualizing of intrinsic motivation. The book concentrates on the approach which has developed out of the work of Robert White (1959), namely, that intrinsically motivated behaviors are ones which a person engages in so that he may feel competent and self-determining in relation to his environment. The book then considers the development of intrinsic motivation, how behaviors are motivated intrinsically, how they relate to and how intrinsic motivation is extrinsically motivated behaviors, affected by extrinsic rewards and controls. It also considers how changes in intrinsic motivation relate to changes in attitudes, how people attribute motivation to each other, how the attribution process is motivated, and how the process of perceiving motivation (and other internal states) in oneself relates to perceiving them in others.

Maximize your impact in the workplace with *Motivating People*. It will show you how to get the best out of your staff by increasing morale, and getting them to work smarter, not harder.

Management of Motivation and Its Theories B. Hiriappa

Fully revised and updated, the second edition of the International Encyclopedia of the Social and Behavioral Sciences, first published in 2001, offers a source of social and behavioral sciences reference material that is broader and deeper than any other.

Available in both print and online editions, it comprises over 3,900 articles, commissioned by 71 Section Editors, and includes 90,000 bibliographic references as well as comprehensive name and subject indexes. Provides authoritative, foundational, interdisciplinary knowledge across the wide range of behavioral and social sciences fields Discusses history, current trends and future directions Topics are cross-referenced with related topics and each article highlights further reading

This wide-ranging review of human resources management (HRM) in Asia draws attention to issues which are substantially different from those which a Western-trained manager or student would expect. Intra-regional issues are examined and, in an unusual approach, topics are organised thematically, rather than by the more typical country-by-country approach. Considers the influences on HRM, including the political, economic and social contexts and expectations Discusses organisational behaviour impacts on HRM Review of HRM in Asia with topics and practices organised thematically and integrated, rather than by country

Many organizations approach the issue of employee engagement and motivation by tapping into age, gender and other stereotypes. *Motivation and Performance* challenges these notions, bringing together evidence that group differences are often exaggerated and that getting to the heart of what really motivates individuals is what's most important. This book is a practical guide to ensuring that organizations consider all motivators - job security as well as the need for personal growth - to improve employee satisfaction, boost organizational productivity and reduce staff turnover. Underpinned by original research, *Motivation and Performance* features case studies from finance, retail, the public and other sectors to show how the principles of motivating employees apply at all levels of the organization, not just at the leadership level, and how values and motivation can be changed and developed. Complete with a framework for conducting effective visits to front-line locations, it will help HR professionals ask the right questions, choose whether to implement external motivation-building programmes and make a real impact on an employee's desire to progress in the company.

I have tried in this revision to incorporate the main lessons of the last sixteen years. These lessons have been considerable. I consider it a real and extensive revision-even though I had to do only a moderate amount of rewriting-because the main thrust of the book has been modified in important ways which I shall detail below.

So, what gets you up in the morning? What keeps you going? Why do you keep on going? These are just some of the questions that may pop in your head as you think about motivation. Every person on the planet has their own motivation in life, enabling everyone to go through the different life areas and phases and get the most out of it. It is also sad to say that there are people who don't have any. It has been said that the difference between a person who is constantly developing and growing and the person who does not, is motivation. Motivation plays a key role in a person's outlook in life, achievements, and level of satisfaction and happiness. On the same note, motivation is a very important factor of success. A person who lacks motivation has no enthusiasm, ambition, and zest, and is generally unhappy and unsatisfied. Because of that, he gets no results, or when he does, he only gets mediocre ones. On the other hand, a

motivated person is very energetic, successful and happy, as he achieves his goals and gets great results in his endeavors. Certainly, nobody wants to do something for nothing. There is always that something we hopefully want in return for an effort and sacrifice. The life and blood of motivation is reward. It is that thing that inspires us and entices us to take necessary action. The reward can come in different kinds, such as material rewards, recognition, and personal satisfaction or gratification. The reward is regarded as the end of every means. Motivation in itself is fueled by ambition and desire. The strength of motivation largely relies on the clearness of the mental picture of the goal or the reward, as well as the intensity of the desire to achieve it. No matter how great, attractive, beneficial or enticing a certain reward may be, if the person has no ambition or no desire to have it, motivation will also be absent. There may also be instances where you may have the desire to take action or to achieve something, but if that desire is not strong enough, no work will ever get done and achievement will only be just a wish on a star.

This book offers a comprehensive treatment of contemporary management concepts and applications, plus a historical and theoretical overview of their development. The theories of MBO (Management by Objective) and TQM (Total Quality Management) are explained, as are management's traditional functions: staffing and personnel management, control and performance appraisal, and organizational design.

Principles of Management is designed to meet the scope and sequence requirements of the introductory course on management. This is a traditional approach to management using the leading, planning, organizing, and controlling approach. Management is a broad business discipline, and the Principles of Management course covers many management areas such as human resource management and strategic management, as well behavioral areas such as motivation. No one individual can be an expert in all areas of management, so an additional benefit of this text is that specialists in a variety of areas have authored individual chapters.

Human Motivation, originally published in 1987, offers a broad overview of theory and research from the perspective of a distinguished psychologist whose creative empirical studies of human motives span forty years. David McClelland describes methods for measuring motives, the development of motives out of natural incentives and the relationship of motives to emotions, to values and to performance under a variety of conditions. He examines four major motive systems - achievement, power, affiliation and avoidance - reviewing and evaluating research on how these motive systems affect behaviour. Scientific understanding of motives and their interaction, he argues, contributes to understanding of such diverse and important phenomena as the rise and fall of civilisations, the underlying causes of war, the rate of economic development, the nature of leadership, the reasons for authoritarian or democratic governing styles, the determinants of success in management and the factors responsible for

health and illness. Students and instructors alike will find this book an exciting and readable presentation of the psychology of human motivation.

Ever wondered what motivation is, and why organizations do not and cannot - until now - measure it? James Sale tackles the question of what motivation is, why we need it and what happens when we don't have it. He defines and measures motivation from an individual, team and, most critically, organizational or workplace point of view and he introduces the reader to the core concepts of how it relates to fundamental issues such as performance and productivity, and its role in a number of key management functions: team building, performance appraisal, leadership development, engagement and change management.

Motivation is a core aspect of all people development initiatives and programmes - if we wish them to succeed. Based on over ten years of research into motivation and performance, James created Motivational Maps, the first and only accurate diagnostic tool that describes, measures, monitors and maximizes motivation and performance through an easy, simple to use, online questionnaire that takes only 10 minutes to complete, and which readers have access to. Mapping Motivation, therefore, is the definitive book on motivation, its language and metrics, written by its creator are full of knowledge, insight and practical tips; this will appeal to leaders, managers, HR specialists, trainers, coaches, consultants and visionaries around the world, who wish to engage with people development and productivity in a new, dynamic way.

Management, Employees, Customers, and Clients are the most important asset in any business today. In today's competitive business environment, Motivation plays an important role in the enrichment of employee satisfaction and employee retention and focuses on how to motivate employees in the best interest of an organization. Management of Motivation identifies the theoretical context includes motivation, determinants, concepts in work, effective rewards system and theories that can enhance Management responsibilities is to motivate employees to do their best performance at the work place. This book is specially designed for those who are the students in psychology, education, and business, MBA, PGDM & Executives, teachers, parents, coaches, employers, and friends, as well as to a wider audience interested in promoting optimal motivation and performance and manageability. IT management, businessmen, entrepreneurs, operating managers, middle-level managers across the management consultant, business executives and business professionals such as director of forecasting and planning, forecast manager, director of strategic planning, director of marketing, sales manager, advertising manager, CFO, financial officer, controller, treasurer, financial analyst, production manager, brand/product manager, new product manager, supply chain manager, logistics manager, material management manager, purchasing agent, scheduling manager, and director of information systems. Motivation can lead to the execution of short-term and long-term goals of an enterprise. Proper, appropriate motivation will be given to right people at right time to lead mission and vision of an enterprise. Major



determinants of motivation are Expectancy, Valence and other determinants such as skills, abilities, role and opportunities in an organization.

Introduction to Business covers the scope and sequence of most introductory business courses. The book provides detailed explanations in the context of core themes such as customer satisfaction, ethics, entrepreneurship, global business, and managing change. Introduction to Business includes hundreds of current business examples from a range of industries and geographic locations, which feature a variety of individuals. The outcome is a balanced approach to the theory and application of business concepts, with attention to the knowledge and skills necessary for student success in this course and beyond.

Originally published in 1982, this book examines the current status of expectancy-value models in psychology. The focus is upon cognitive models that relate action to the perceived attractiveness or aversiveness of expected consequences. A person's behavior is seen to bear some relation to the expectations the person holds and the subjective value of the consequences that might occur following the action. Despite widespread interest in the expectancy-value (valence) approach at the time, there was no book that looked at its current status and discussed its strengths and its weaknesses, using contributions from some of the theorists who were involved in its original and subsequent development and from others who were influenced by it or had cause to examine the approach closely. This book was planned to meet this need. The chapters in this book relate to such areas as achievement motivation, attribution theory, information feedback, organizational psychology, the psychology of values and attitudes, and decision theory and in some cases they advance the expectancy-value approach further and, in other cases, point to some of its deficiencies.

Attitudes - cognitive representations of our evaluation of ourselves, other people, things, actions, events, ideas - and attitude change have been a central concern in social psychology since the discipline began. People can - and do - have attitudes on an infinite range of things but what are attitudes, how do we form them and how can they be modified? This book provides the student with a comprehensive and accessible introduction to the basic issues in the psychological study of attitudes. Drawing on research from Europe and the USA it presents up-to-date coverage of the key issues that will be encountered in this area, including attitude formation and change, functions of attitudes, attitude measurement, attitudes as temporary constructs, persuasion processes and prediction of behaviour from attitudes.

Bachelor Thesis from the year 2006 in the subject Psychology - Work, Business, Organisational and Economic Psychology, grade: B+, Cardiff University, 37 entries in the bibliography, language: English, abstract: Introduction "We always do what we MOST WANT to do, whether or not we like what we are doing at each instant of our lives. Wanting and liking many times are not the same thing. Many people have done what they say they didn't want to do at a particular moment. And that may be true until one looks deeper into the motivation behind the doing. What they are really saying is the price they will have to pay or the consequences they will have to endure, for not doing that something may be too high or onerous for them not to do it. Such as going to work. Many people say they don't want to go to work and yet they do. Which means they don't want to risk losing their jobs and the negative hurting emotions associated with not having a job. It has been estimated about 90% to 95% of all people work at jobs which are unfulfilling and which they dislike and would leave in a minute if they only knew what they really wanted to do." Sidney Madwed (<http://www.quotationpage.com/search.php3?homesearch=motivation> accessed on 15.02.2006)

The quotation defines that nowadays motivation should be an indispensable part of every company. It is a complex and difficult topic and therefore management also has to take historical theories into account. Furthermore, it has to be figured out what employees designate as attractive for defining an effective motivation programme within the organisation. This dissertation will critically evaluate what motivation is and illustrate the different kinds of

motivation theories of Abraham Maslow, Frederick Herzberg and Clayton P. Alderfer by explaining the key concepts for managing and motivating people. Due to the fact that motivation, especially employee motivation, is such a broad topic the dissertation will put a specific focus on th

(Black & White version) Fundamentals of Business was created for Virginia Tech's MGT 1104 Foundations of Business through a collaboration between the Pamplin College of Business and Virginia Tech Libraries. This book is freely available at: <http://hdl.handle.net/10919/70961> It is licensed with a Creative Commons-NonCommercial ShareAlike 3.0 license.

**ABSTRACT:** Total Quality Management programs are a popular practice among organizations today and a major factor of their success is employee participation. The present study attempted to explain what motivates employees to participate in such programs by utilizing the expectancy theory of motivation. It was hypothesized that the number of projects participated in would be positively associated with the motivational score derived from expectancy theory. Results do not support this hypothesis but do reveal that the number of projects participated in is negatively associated with the motivational score derived from expectancy theory. Implications of this finding and future directions for research are discussed.

Why do people choose the careers they do? What factors cause people to be satisfied with their work? No single work did more to make concepts like motive, goal incentive, and attitude part of the workplace vocabulary. This landmark work, originally published in 1964, integrates the work of hundreds of researchers in individual workplace behavior to explain choice of work, job satisfaction, and job performance. Includes an extensive new introduction that highlights and updates his model for current organization behavior educators and students, as well as professionals who must extract the highest levels of productivity from today's downsized workforces.

The Routledge Companion to Reward Management provides a prestige reference work and a state-of-the-art compilation, mapping out contemporary developments and debates on rewarding people in employment, and how they relate to business, corporate governance and management. Reward management stands at the interdisciplinary interface between economics, industrial relations and HRM, industrial psychology and organisational sociology, and increasingly corporate governance incorporating debates around equity and fairness in and around the employment relationship and wider capital-labour relations. In recent years, trade union decline and widening differentials between those employed at the top of organisations have generated critical commentary in the popular media which can negatively impact on social cohesion. Theoretically underpinned but practically oriented, this Companion will synthesise these trends and controversies around issues while tracing conceptual and empirical provenance, currency and future prospects. It will be an invaluable resource for student and researchers in reward management, corporate governance, management and HRM seeking convenient access to an area which is highly complex and controversial in application.

The New York Times bestseller that gives readers a paradigm-shattering new way to think about motivation from the author of *When: The Scientific Secrets of Perfect Timing* Most people believe that the best way to motivate is with rewards like money—the carrot-and-stick approach. That's a mistake, says Daniel H. Pink (author of *To Sell Is Human: The Surprising Truth About Motivating Others*). In this provocative and persuasive new book, he asserts that the secret to high performance and satisfaction—at work, at school, and at home—is the deeply human need to direct our own lives, to learn and create new things, and to do better by ourselves and our world.

Drawing on four decades of scientific research on human motivation, Pink exposes the mismatch between what science knows and what business does—and how that affects every aspect of life. He examines the three elements of true motivation—autonomy, mastery, and purpose—and offers smart and surprising techniques for putting these into action in a unique book that will change how we think and transform how we live.

Aimed at library science students and librarians with newly assigned administrative duties the book is about improving one's thinking and decision making in a role as a library manager. Most librarians get very little exposure to management issues prior to finding themselves in a management role. Furthermore, most library science students do not expect that they will need to understand management yet they quickly find that there is a need to understand this perspective to be effective at almost any library job. Effective library management is about having some tools to make decisions (such as a basic understanding of management theory and how it applies in the library environment, understanding common traps we all fall into, etc.), knowing yourself, being able to motivate others, fostering a diversity (especially within workgroups), being able to communicate effectively, and having an understanding of one's organizational culture. The book touches on all of these aspects of library management. Provides a concise understanding of theories from management, psychology, etc. and applies them to practical every day library issues Contains real world cases for considering how theoretical concepts might apply in real library-related situations Cuts out much of the extraneous material often found in books of this kind and focuses more on what you actually need

**DON'T WAIT TO READ THIS BOOK:** The world's leading expert on procrastination uses his groundbreaking research to offer understanding on a matter that bedevils us all. Writing with humour, humanity and solid scientific information reminiscent of *Stumbling on Happiness* and *Freakonomics*, Piers Steel explains why we knowingly and willingly put off a course of action despite recognizing we'll be worse off for it. For those who surf the Web instead of finishing overdue assignments, who always say diets start tomorrow, who stay up late watching TV to put off going to sleep, *The Procrastination Equation* explains why we do what we do — or in this case don't — and why in Western societies we're in the midst of an escalating procrastination epidemic. Dr. Piers Steel takes on the myths and misunderstandings behind procrastination and motivation — showing us how procrastination affects our lives, health, careers and happiness and what we can do about it. With accessible prose and the benefits of new scientific research, he provides insight into why we procrastinate even though the result is that we are less happy, healthy, even wealthy. Who procrastinates and why? How many ways, big and small, do we procrastinate? How can we stop doing it? The reasons are part cultural, part psychological, part biological. And, with a million new ways to distract ourselves in the digitized world — all of which feed on our built-in impulsiveness — more of us are potentially damaging ourselves by putting things off. But Steel not only analyzes the factors that weigh us down but the things that motivate us — including understanding the value of procrastination.

Essay from the year 2010 in the subject Business economics - Personnel and Organisation, grade: A, The University of Surrey, course: Human Resource Management, language: English, abstract: This paper critically evaluates whether incentives really help to motivate employees. For this purpose it provides a clear

definition of motivation, points out why existing theories are partly outmoded and introduces a new model in order to gain a holistic view of the motivation concept. As the paper progresses it will be dealt with appropriate theories and practical examples of Apple in order to promote understanding of the key aspects of incentives.

Business Psychology and Organizational Behaviour introduces principles and concepts in psychology and organizational behaviour with emphasis on relevance and applications. Well organised and clearly written, it draws on a sound theoretical and applied base, and utilizes real-life examples, theories, and research findings of relevance to the world of business and work. The new edition of this best-selling textbook has been revised and updated with expanded and new material, including: proactive personality and situational theory in personality; theory of purposeful work behaviour; emotional and social anxiety in communication; decision biases and errors; and right brain activity and creativity, to name a few. There are numerous helpful features such as learning outcomes, chapter summaries, review questions, a glossary, and a comprehensive bibliography. Illustrations of practice and relevant theory and research also take the reader through individual, group, and organizational perspectives. This is an essential textbook for undergraduates and postgraduates studying psychology and organizational behaviour. What is more, it can be profitably used on degree, diploma, professional, and short courses. It's also likely to be of interest to the reflective practitioner in work organizations.

Motivation is that which moves us to action. Human motivation is thus a complex issue, as people are moved to action by both their evolved natures and by myriad familial, social and cultural influences. The Oxford Handbook of Human Motivation collects the top theorists and researchers of human motivation into a single volume, capturing the current state-of-the-art in this fast developing field. The book includes theoretical overviews from some of the best-known thinkers in this area, including chapters on Social Learning Theory, Control Theory, Self-determination theory, Terror Management theory, and the Promotion and Prevention perspective. Topical chapters appear on phenomena such as ego-depletion, flow, curiosity, implicit motives, and personal interests. A section specifically highlights goal research, including chapters on goal regulation, achievement goals, the dynamics of choice, unconscious goals and process versus outcome focus. Still other chapters focus on evolutionary and biological underpinnings of motivation, including chapters on cardiovascular dynamics, mood, and neuropsychology. Finally, chapters bring motivation down to earth in reviewing its impact within relationships, and in applied areas such as psychotherapy, work, education, sport, and physical activity. By providing reviews of the most advanced work by the very best scholars in this field, The Oxford Handbook of Human Motivation represents an invaluable resource for both researchers and practitioners, as well as any student of human nature.

US psychologist Abraham Maslow's A Theory of Human Motivation is a classic of psychological research that helped change the field for good. Like many field-changing thinkers, Maslow was not just a talented researcher, he was also a creative thinker – able to see things from a new perspective and show them in a different light. He studied what he called exemplary people such as Albert Einstein, Jane Addams, Eleanor Roosevelt, and Frederick Douglass rather than mentally ill or neurotic people. Maslow generated new ideas, forging what he called 'positive' or 'humanistic psychology'. His



argument was that humans are psychologically motivated by a series of hierarchical needs, starting with the most essential first. His theories parallel many other theories of human developmental psychology, some of which focus on describing the stages of growth in humans.

Are you struggling to improve a hostile or uncomfortable environment at work, or interested in how such tension can arise? Experts in organizational psychology, management science, social psychology, and communication science show you how to implement interventions and programs to manage workplace emotion. The connection between workplace affect and relevant challenges in our society, such as diversity and technological changes, is undeniable; thus learning to harness that knowledge can revolutionize your performance in tackling workday issues. Applying major theoretical perspectives and research methodologies, this book outlines the concepts of display rules, emotional labor, work motivation, well-being, and discrete emotions.

Understanding these ideas will show you how affect can promote team effectiveness, leadership, and conflict resolution. If you require a foundation for understanding workplace affect or a springboard into deeper, more interdisciplinary research, this book presents an integrative approach that is indispensable.

Imagine overseeing a workforce so motivated that employees relish more hours of work, shoulder more responsibility themselves; and favor challenging jobs over paychecks or bonuses. In *One More Time: How Do You Motivate Employees?* Frederick Herzberg shows managers how to shift from relying on extrinsic incentives to activating the real drivers of high performance: interesting, challenging work and the opportunity to continually achieve and grow into greater responsibility. The results? An ultramotivated workforce. Since 1922, *Harvard Business Review* has been a leading source of breakthrough management ideas-many of which still speak to and influence us today. The *Harvard Business Review Classics* series now offers readers the opportunity to make these seminal pieces a part of your permanent management library. Each highly readable volume contains a groundbreaking idea that continues to shape best practices and inspire countless managers around the world-and will have a direct impact on you today and for years to come.

*Management of Motivation and Its theories* provide valuable information about motivation, motivation in organization, work motivation, ways to motivate people, rewards and various theories relating to motivation. When you read this book, you know how to motivate others and get productivity and quality work in an organization.

The efforts of ethnic-minority librarians to become leaders in Western libraries are an important topic for any librarian working towards becoming a leader, with issues such as cross-cultural leadership relevant for all aspiring librarians. *Leadership in Libraries* covers leadership in various areas, provides examples of successful minority leaders in different fields and statistical data on minorities and librarians in several countries. The title probes library school programs and their efforts to develop leadership skills among librarians in general, and among minority librarians in particular. The book begins by introducing the concept of ethnic-minority leadership, moving on in the first chapter to definitions by culture, profession, and gender. The next three chapters consider managers as leaders, leadership styles, skills, and leadership in school, public and academic libraries in the US, the UK, Canada and Australia. The final chapter includes instances of bad leadership, and offers a conclusion. Presents information on learning

and developing leadership skills  
Assesses current and relevant statistical data on minority librarians in Canada, US and UK  
Explores information on leadership related courses offered in library schools

Principles of Addiction provides a solid understanding of the definitional and diagnostic differences between use, abuse, and disorder. It describes in great detail the characteristics of these syndromes and various etiological models. The book's three main sections examine the nature of addiction, including epidemiology, symptoms, and course; alcohol and drug use among adolescents and college students; and detailed descriptions of a wide variety of addictive behaviors and disorders, encompassing not only drugs and alcohol, but caffeine, food, gambling, exercise, sex, work, social networking, and many other areas. This volume is especially important in providing a basic introduction to the field as well as an in-depth review of our current understanding of the nature and process of addictive behaviors. Principles of Addiction is one of three volumes comprising the 2,500-page series, Comprehensive Addictive Behaviors and Disorders. This series provides the most complete collection of current knowledge on addictive behaviors and disorders to date. In short, it is the definitive reference work on addictions. Each article provides glossary, full references, suggested readings, and a list of web resources Edited and authored by the leaders in the field around the globe – the broadest, most expert coverage available Encompasses types of addiction, as well as personality and environmental influences on addiction

Research Paper (postgraduate) from the year 2016 in the subject Business economics - Personnel and Organisation, grade: Merit, , course: MA in Human Resource Management, language: English, abstract: For many years, motivation has been a key indicator of productive employee performance within an organisation, so it has been an area of major concern for the organisation and human resource managers. There are wide ranges of factors related to management, employees, organisation and the workplace which make it a complex and challenging job to motivate employees in an organisation. Therefore, different strategies and methods should be used by the organisation and human resource managers to motivate employees. There are different needs and expectations for an employee to join any organisation. Monetary and non-monetary factors are used by human resource managers to achieve different employee and organisation related objectives. The present research works investigates the impact of motivation on the performance of employees in Ramchandrapur High School. Descriptive method and questionnaires embedded with Likert scale was used as main instruments for collecting necessary data to carry out this research work. Data is collected from the sample size of 50 where faculty members, employee assistants, office helpers, and employees in training and security personnel were included. The critical review of the literature and the quantitative analysis of the survey data pointed that both extrinsic and intrinsic motivational factors play an important role in motivating employees. The study revealed that salary is the most effective motivational factor among various extrinsic and intrinsic motivational factors like job security, advancement in career, the good relationship among co-workers, achievement sense, training and development and sense of recognition. The study further reveals that level of motivation among the employees of Ramchandrapur High School is low as compared to the expectation of employees. Although both extrinsic and intrinsic factors are responsible for motivating employees in an organisation, this study reveals that employees of

Ramchandrapur High School are motivated more by extrinsic factors than by intrinsic ones. The management of the school should focus more towards satisfying the extrinsic need of employees to hold the employees for long which subsequently helps to increase the quality of the output produced by it.

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