

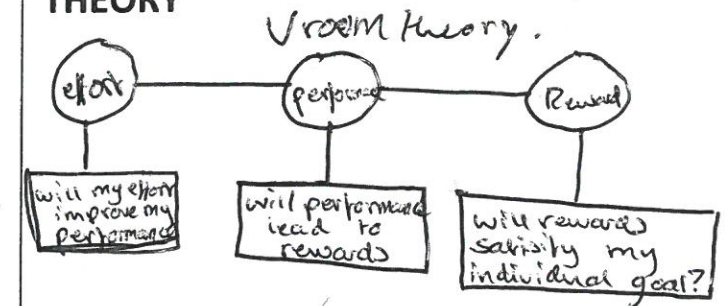
# Vroom, Porter + Lawler's Theories

Josh + Seb.

## EXPLAIN THEORY OVERVIEW (including research carried out by theorist)

- Vroom assumed that people acted in their own best interests according to their beliefs about the outcomes of their own behaviour. Generally, he believed that people opted to maximise their happiness and minimise their unhappiness. His theory has 3 components to it: Valence, instrumentality and expectancy, all of which relate to an individual's personal beliefs rather than to any objective reality.
- Porter and Lawler also propose that an individual's motivation is affected by the reward they expect to receive for completing the task. The individual's view of the attractiveness of the possible reward will determine their level of motivation. In addition though, they categorised the reward as intrinsic and extrinsic.

## DIAGRAM / IMAGE LINKED TO THEORY



## LINKS TO WHICH FINANCIAL AND NON-FINANCIAL METHODS OF MOTIVATION? (e.g. job rotation, team working, bonuses etc)

- |                     |                                      |
|---------------------|--------------------------------------|
| <u>Financial</u>    | <u>non financial</u>                 |
| - monetary rewards. | - psychological benefits for workers |

## STRENGTHS, WEAKNESSES AND CRITICISMS OF THE THEORY?

- |   |  |  |
|---|--|--|
| <p><u>Criticisms</u></p> <ul style="list-style-type: none"> <li>- too simplistic</li> </ul> | <p><u>Weakness</u></p> <p>if any of the factors are zero, the employee will be unmotivated. However, in the real world employees work hard at times even if they're not sure they will get the reward they hope for.</p> | <p><u>Strengths</u></p> <ul style="list-style-type: none"> <li>- current research supports decision making</li> <li>- commonly accepted theory for explaining an individual's decision making.</li> <li>- emphasises on rewards + pay-off</li> </ul> |
|---|--|--|

## SIMILARITIES / DIFFERENCES TO OTHER THEORIES?

- Adams Equity Theory
- This is about how workers perceive their treatment at work, and the rewards they receive for their efforts.
  - In return for their input, workers will receive a reward or outcome.

## RELEVANCE TODAY? (including types of work situation / examples of organisations it best applies to)