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by S J

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Motivation

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Motivation

Majorly, my motivation is intrinsic, meaning it is internal. Thus when I feel motivated to finish work because it corresponds with my fundamental personal beliefs, I employ intrinsic motivation. Therefore, the theory that I would employ to motivate myself towards achieving my goals at work is self-efficacy theory because of my personal belief in executing behaviors essential in generating performance accomplishments at work. Similarly, I would employ this theory since it applies to my personal belief in their capacity to manage my motivation, behavior, and social environment. Consequently, the objectives for which I would strive, the amount of energy I choose to invest in goal accomplishment, and the possibility of reaching specific levels of behavioral performance are all influenced by these cognitive self-evaluations. In addition, how we think, behave, and feel about our place in the world is influenced by our conviction in our potential to achieve; thus, self-belief is very important towards attaining personal goals, which explains why I chose self-efficacy theory.

On the contrary, reflecting on an experience at work with a colleague, I would employ the goal-setting theory to motivate them. The individual was mainly encouraged to act by external forces like achieving set targets and pay, which translates to extrinsic motivation. Because the desire to exert the effort to achieve a goal was the principal source of work motivation for this individual, simple, basic, and vague objectives were less appealing to him than precise, specific, and challenging objectives. Therefore, more specific and unambiguous goals would result in increased production and enhanced performance (Hattie et al., 2020). Furthermore, objectives that are definite, measurable, and categorical, together with a time limit for achievement, would help to reduce misunderstanding. Lastly, the individual's behavior would be focused on better and appropriate feedback on outcomes, which would lead to improved

performance than when responses are not provided. Criticism is an instrument for instituting integrity, clarifying concerns, and solving objective conflicts. It would therefore encourage him to be involved in his work leading to greater job gratification.

Reference

Hattie, J., Hodis, F. A., & Kang, S. H. (2020). *Theories of Motivation: Integration and Ways Forward*. *Contemporary Educational Psychology*, 61, 101865.

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