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Merely said, the **Expectancy Theory Of  
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theories of motivation are highly In

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expectancy theory, one of the more important variables in motivating people is the social context.

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expectancy theory differs from the content  
theories of Maslow, Alderfer, Herzberg,  
and McClelland in that Vroom s expectancy



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theory does not provide specific suggestions on what motivates organization members.

That is, expectancy theory is a cognitive

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process theory of motivation that is based on the idea that people believe there are relationships between the effort they put forth at work, the performance they achieve

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from that effort, and the rewards they receive from their effort and performance.

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**Expectancy Theory of Motivation.**

Expectancy theory of motivation argues that the strength of a tendency to act in a certain way depends on the strength of an

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expectation that the act will be followed by  
a given outcome and on the attractiveness  
of that outcome to the ...

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In this paper the focus will be on the Expectancy Theory of Motivation which was propounded by Victor Vroom. It is one of the Process Theories of motivation.

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According to Stephan Robbins Expectancy Theory is a theory that says that the strength of a tendency

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Motivation Motivating By Altering**theory  
of motivation) proposes an individual will  
behave or act in a certain way because they



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are motivated to select a specific behavior over other behaviors due to what they expect the result of that selected behavior will be. Expectancy Theory of Motivation -

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Psychestudy

expectancy theory, motivation and locus of control. Definition of concepts Motivation

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According to Passer and Smith (2004, p.327) the concept “motivation” refers to a process that influences the direction, persistence and vigour of goal-directed

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behaviour. In the same vein, Coetsee

Vroom's expectancy theory provides a  
process of cognitive variables that reflects

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individual differences in work motivation. In this model, employees are rational people whose beliefs, perceptions, and probability estimates influence their behaviors. From a

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management perspective, the expectancy theory has some important

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on what motivates organization members.

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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

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Vroom's expectancy theory provides a process of cognitive variables that reflects individual differences in work motivation. In this model, employees are rational people



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whose beliefs, perceptions, and probability estimates influence their behaviors. From a management perspective, the expectancy theory has some important implications for

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motivating employees in healthcare setting.

the most acceptable theories of motivation  
and there is substantial evidence to support

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the theory. Numerous studies have been done to test the accuracy of Expectancy Theory in predicting employee behaviour and direct tests have been generally

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supportive. 7 The managers can be benefitted from the expectancy theory as it helps them to understand the

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trained manager or student would expect.

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Intra-regional issues are examined and, in an unusual approach, topics are organised thematically, rather than by the more typical

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country-by-country approach.

motivation. In this model, employees are rational people whose beliefs, perceptions,

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and probability estimates influence their behaviors. From a management perspective, the expectancy theory has some important implications for motivating employees in



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healthcare setting. It identifies several  
important things that can be done

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on what motivates organization members.

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