

WORK MOTIVATION THEORY

PSY 769
FALL 2009

Tuesday & Thursday 0130- 0245

Instructor: Dr. Bob Pond
Office: 710 Poe Hall
Hours: Monday and Wednesday 1:00-2:00 PM; or by appointment.
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On-Line Syllabus: <http://courses.ncsu.edu/psy769/lec/001/>

Pre-requisite: PSY 768

Text:

- Pinder, C.C. (2008). Work Motivation in Organizational Behavior.
Upper Saddle River, NJ: Prentice Hall.

On Reserve at D.H. Hill:

The following books are on reserve in the reserve room at D.H. Hill:

- Kanfer, R., Chen, C., & Pritchard, R.D. (2008). Work Motivation: Past, present, and future. New York: Taylor Francis. (This is an ebook.)

If all goes as planned -- articles and chapters will be accessible electronically via links found on the on-line syllabus.

Course Objectives:

This course will develop your understanding of the theoretical, methodological, and practical problems associated with the application of various work motivation theories so that you will be able to:

1. Construct sound rationale for human behavior in the work setting context,
2. Conduct better lab and field research on human behavior pertaining to work,
3. Appropriately apply these theories.

Course Requirements:

1. You are expected to attend class regularly and participate actively.
2. You will contribute an essay to a class a TERM project that presents an in-depth exploration of a current issue in work motivation.
3. You will participate in a midterm and final exam.

Instructions for the Term Project:

See on-line syllabus for full details.

Comment [SBP1]: Just include the main steps here and then refer to link on online syllabus that leads to a fuller explanation. Re-think timeline.

Grading Procedure:

1. Participation in Class (35%)
2. Exams (30%)
 - Midterm – **OCTOBER 20** (15%)
 - Final – **DECEMBER 15** (15%)
3. Term Project (35%)

NC State Policy on Working with Student with Disabilities:

If you have a verified disability I will certainly do all that I can reasonably do to accommodate the course requirements to your specific needs. Please tell me immediately so that we can begin making appropriate arrangements right away.

Also refer to the following web site that describes NC State’s Disability Services for Students (DSS) program.

http://www.ncsu.edu/equal_op/dss/

Academic Honesty Policy:

I trust you. Please do not give me any reason to be suspicious of your honesty. If you are caught giving or receiving help on required assignments without first having received my authorization to do so, you will be prosecuted according to the guidelines describing NC State’s policy on academic honesty.

For more details on NC State’s academic honesty policy, see:

http://www2.ncsu.edu/ncsu/provost/info/hat/current/appendix/appen_1.html

Overview of Topics:

- | | |
|---------------|--|
| 8/20 | • Part I: Introduction to the Class: Realistic Class Preview (RCP) |
| 8/25 - 9/3 | • Part II: How Theories of Work Motivation are Developed |
| 9/8 – 10/15 | • Part III: Alternative Models of Human Functioning |
| 10/20 – 11/19 | • Part IV: Concepts of Work Motivation and Ultimate Determinants of Behavior |
| 11/24 | • Part V: Views of “Work Motivation” and Work Behavior |
| 12/1, 3 | • Part VI: Summary and Evaluations of Progress |

Reading Assignments:

- Aug. H20 Introduction to the Class: Realistic Class Preview (RCP) 39**
- 22 - Pinder, C. (2008). Ch 1. Work Motivation, Productivity, & and the Economy
17 - Kanfer, R. (2009). Work motivation: Identifying use-inspired research directions. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 2, 77-93.
- Aug. H27 How Theories of Work Motivation are Developed 45**
- 45 - Ployhart, R.E. (2008). The measurement and analysis of motivation. In R. Kanfer, G. Chen, and R. Pritchard (Eds.), *Work motivation: Past, present, and future* (pp. 17-61). New York: Taylor Francis.
- Sept. T1 How Theories of Work Motivation are Developed 36**
- 36 - Pinder, C. (2008). Ch 2. Methods of Inquiry in Work Motivation Theory and Research
- Sept. H3 How Theories of Work Motivation are Developed 38**
- 38 - Dalal, R.S. & Hulin, C.L. (2008). Motivation for what? A multivariate dynamic perspective of the criterion. In R. Kanfer, G. Chen, and R. Pritchard (Eds.), *Work motivation: Past, present, and future* (pp. 63-100). New York: Taylor Francis.
- Sept. T8 Needs and Values at Work 51**
- 44 - Pinder, C. (2008). Ch 3. Human Nature: Needs & Values at Work
3 - Lowman, R.L. (1998). Case 44. Reporting back data from research studies. In *The Ethical Practice of Psychology in Organizations* (pp.177-179). Washington: APA.
4 - Lowman, R.L. (1998). Case 49. Accurately and honestly marketing psychological products. In *The Ethical Practice of Psychology in Organizations* (pp.201-204).
- Sept. H10 Needs and Values at Work 24**
- 24 - Baard,P.P., Deci, E.L., Ryan,R.M. (2004). Intrinsic need satisfaction: A motivational basis of performance and well-being in two work settings. *Journal of Applied Social Psychology*, 34, 2045-2068
- TERM PROJECT WORK PERIOD. Student supplied supplementary reading related to term project may start at this point.
- Sept. T15 Affect and Emotions as Motives at Work 37**
- 37 - Pinder, C. (2008). Ch 4. Human Nature: Affect and Emotions as Motives at Work

Sept. H17	Affect and Emotions as Motives at Work	46
29	- Mitchell, T.R., & Daniels, D. (2003). Motivation. In W.C. Borman & D.R. Ilgen (Eds.), <i>Handbook of psychology: Industrial and organizational psychology</i> , Vol. 12 (pp. 225-254). New York: John Wiley & Sons.	
17	- Seo, M., Barrett, L.F., Bartunek, J.M. (2004). The role of affective experience in work motivation. <i>Academy of Management Review</i> , 29, 423 - 439.	
Sept. T22	Power, Love, & Sex as Motives at Work	26
26	- Pinder, C. (2008). Ch 5. Power, Love, & Sex as Motives at Work	
	- Term Paper Topic Synopsis due 6:00 p.m. 9/23!	
Oct. H24	Term Project Work Day	4
4	- Lowman, R.L. (1998). Case 22. Misuse of psychological services. In <i>The Ethical Practice of Psychology in Organizations</i> (pp.87-90).	
	- TERM PROJECT WORK DAY. Discuss topic and topic synopses related to term project.	
Oct. T29	Social Motives & Self-Esteem as Motives at Work	33
33	- Pinder, C. (2008). Ch 6. Social Motives & Self-Esteem as Motives at Work	
Oct. H1	Social Motives & Self-Esteem as Motives at Work	15
15	- Hinz, V.B. (2008). The social context of work motivation: A social-psychological perspective. In R. Kanfer, G. Chen, and R. Pritchard (Eds.), <i>Work motivation: Past, present, and future</i> (pp. 553-568). New York: Taylor Francis.	
Oct. T6	Frustration at Work	13
13	- Pinder, C. (2008). Ch 8. Causes and Consequences of Frustration at Work	
Oct. T13	Job Design as a Contextual Source of Work Motivation	52
52	- Parker, S.K. (2008). Designing motivating jobs: An expanded framework for linking work characteristics and motivation. In R. Kanfer, G. Chen, and R. Pritchard (Eds.), <i>Work motivation: Past, present, and future</i> (pp. 233-284). New York: Taylor Francis.	
Oct. H15	Term Project Work Day	??
??	- Discuss student supplied supplementary readings collected up to this point that have relevance to job design.	
Oct. 20	Midterm Exam	
Oct. H22	Beliefs, Attitudes, & Intentions	14
14	- Pinder, C. (2008). Ch 9. Beliefs, Attitudes, & Intentions	
Oct. T27	Equity, Fairness, & Justice Motives Related to Work	44
44	- Pinder, C. (2008). Ch 11. Equity, Fairness, & Justice Motives Related to Work	
Oct. H29	Term Project Work Day	??
??	- Discuss student supplied supplementary readings collected up to this point that have relevance to equity, fairness, and justice motives.	
Nov. T3	Expectancy-Valence Theories of Work Motivation	51

51	- Pinder, C. (2008). Ch 12. Expectancy-Valence Theories of Work Motivation	
Nov. H5	Term Project Work Day	??
??	- Discuss student supplied supplementary readings collected up to this point that have relevance to expectancy-valence theories.	
Nov. T10	Goal-Directed Theories	26
26	- Pinder, C. (2008). Ch 13. Goal-Directed Theories	
Nov. H12	Goal-Directed Theories	15
15	- Vancouver, J.B. (2005). The depth of history and explanation as benefit and bane for psychological control theories. <i>Journal of Applied Psychology</i> , 90, 38-52.	
Nov. T17	Goal-Directed Theories	46
46	- Diefendorff, J.M., & Lord, R.G. (2008). Goal-striving and self-regulation processes. In R. Kanfer, G. Chen, and R. Pritchard (Eds.), <i>Work motivation: Past, present, and future</i> (pp. 151-196). New York: Taylor Francis.	
Nov. H19	Last Term Project Work Day	44
13	- Discuss student supplied supplementary readings collected up to this point that have relevance to goal-directed theories.	
Nov. T24	Learning, Behavior Control, Social Cognitive Theory, and Self-Management	49
49	- Pinder, C. (2008). Ch 14. Learning, Behavior Control, Social-Cognitive Theory, and Self-Management	
	- Term Paper due.	
Nov. H26	THANKSGIVING BREAK!	
Dec. T1	Summary and Evaluations of Progress	18
9	- Katzell, R. A., & Thompson, D.E. (1990). Work motivation: Theory and practice. Special issue: Organizational psychology, <i>American Psychologist</i> , 45, 144-153.o	
9	- Pinder, C. (2008). Ch 15. Profits, Slaves, and Hopes for Strawberry Fields of the Future	
Dec. H3	Catch-Up & Preview of PSY 770	50
Dec. 15	FINAL EXAM	