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.
Phone: 515-1720
Psy Dept: 515-2251
Email: sbpond@ncsu.edu
On-Line Syllabus: http://courses.ncsu.edu/psy769/lec/001/

Pre-requisite: PSY 768

Text:

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

Aug. T25  Introduction to the Topic of Work Motivation
directions. Industrial and Organizational Psychology: Perspectives on Science
and Practice, 2, 77-93.

Aug. H27  How Theories of Work Motivation are Developed
          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
Research

Sept. H3  How Theories of Work Motivation are Developed
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
The Ethical Practice of Psychology in Organizations (pp.177-179).
psychological products. In The Ethical Practice of Psychology in
Organizations (pp.201-204).

Sept. H10 Needs and Values at Work
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
Work
Affect and Emotions as Motives at Work

Power, Love, & Sex as Motives at Work

**Term Paper Topic Synopsis due 6:00 p.m. 9/23!**

Term Project Work Day
- TERM PROJECT WORK DAY. Discuss topic and topic synopsis related to term project.

Social Motives & Self-Esteem as Motives at Work

Social Motives & Self-Esteem as Motives at Work

Frustration at Work

Job Design as a Contextual Source of Work Motivation

Term Project Work Day
- Discuss student supplied supplementary readings collected up to this point that have relevance to job design.

Midterm Exam

Beliefs, Attitudes, & Intentions

Equity, Fairness, & Justice Motives Related to Work

Term Project Work Day
- Discuss student supplied supplementary readings collected up to this point that have relevance to equity, fairness, and justice motives.

Expectancy-Valence Theories of Work Motivation
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<td>H5</td>
<td>Discuss student supplied supplementary readings collected up to this point that have relevance to expectancy-valence theories.</td>
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<td>Goal-Directed Theories</td>
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<td>H19</td>
<td>Discuss student supplied supplementary readings collected up to this point that have relevance to goal-directed theories.</td>
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<td>Nov.</td>
<td>Learning, Behavior Control, Social Cognitive Theory, and Self-Management</td>
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<td><em>Term Paper due.</em></td>
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<td>Nov.</td>
<td>THANKSGIVING BREAK!</td>
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<td>Summary and Evaluations of Progress</td>
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<td>Catch-Up &amp; Preview of PSY 770</td>
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