

Mgmt 310 - Org Behavior 61996, M, Feb. 19 Topic 6.2: Motivation: Needs theory and expectancy theory

Remaining time
Unlimited

In expectancy theory, valence is defined as

- how desirable each of the outcomes available on a job is to an individual worker.
 - the extent of the perceived association or relationship between performance and an outcome.
 - a person's belief about his or her ability to perform a particular behavior successfully.
 - a worker's perceptions about the extent to which his or her effort will result in a given level of job performance.
-

Topic	
Maslow's Hierarchy of Needs	3/3
Alderfer's ERG Theory	1/1
Expectancy theory	4/5

In expectancy theory, valence is defined as



INCORRECT

Your Answer:

a worker's perceptions about the extent to which his or her effort will result in a given level of job performance.

Comment:

In expectancy theory, valence addresses the question of how desirable are these outcomes to me? See page 185 of the text for details.

Topic	
Maslow's Hierarchy of Needs	3/3
Alderfer's ERG Theory	1/1
Expectancy theory	0/5

Your Answer:

Comment:

In expectancy theory, valence is defined as



INCORRECT

the extent of the perceived association or relationship between performance and an outcome.

In expectancy theory, valence addresses the question of how desirable are these outcomes to me? See page 185 of the text for details.

Topic	
Maslow's Hierarchy of Needs	3/3
Alderfer's ERG Theory	1/1
Expectancy theory	4/5

In expectancy theory, valence is defined as



Your Answer: how desirable each of the outcomes available on a job is to an individual worker.