

### Motivation

what is motivation

motivation is the process by which activities are started directed and maintained so that physical and psychological needs are met.

#### TYPES OF MOTIVATION

Extrinsic motivation involves completing a task or exhibiting a behavior because of outside causes such as avoiding punishment or receiving a reward.

Intrinsic motivation : involves performing a task because it's personally rewarding to you

### NEED AND DRIVE

Needs are a kind of natural mental programming that make us want things. They essentially motivate us into action as a stimulated need leads to the inner tension that drives us into action .Needs can be objective and physical, such as food and water, or they can be subjective and psychological, such as the need

### NEED AND DRIVE (cont)

for self-esteem.

A drive is a psychological state of arousal that compels humans to take action to restore their homeostatic balance. When balance is restored, the drive is reduced. Examples are primary and secondary drives. The strength of the drive is determined upon the length of the deprivation, or the intensity / strength of the resulting behaviour

#### approaches to motivation

### instincts and evolutionary approach

instincts and evolutionary approach

focused on the biologically determined and innate patterns of behaviour called instincts

william Mcdougall proposed 18 instincts for humans

this approach explained the role of hereditary in human behaviors

### instincts and evolutionary approach (cont)

The Instinct Theory of Motivation suggests that all organisms are evolutionarily "programmed" in ways that help them survive. They're born with traits that cause them to behave in certain way naturally. These "natural behaviors" are referred to as instincts, and these instincts are what drive all behaviors.

#### approaches based on psychological needs

### MCCLELLAND THEORY

Need for Power (n-pow) Need For Affiliation The need for affiliation is the urge of a person to have interpersonal and social relationships with others or a particular set of people. They seek to work in groups by creating friendly and lasting relationships and have the urge to be liked by others. They tend to like collaborating with others to competing with them and usually avoids high-risk situations and uncertainty

### MCCLELLAND THEORY (cont)

Power is the ability to induce or influence the behavior of others. The people with high power needs seek high-level positions in the organization, so as to exercise influence and control over others. The individuals motivated by needs for achievement usually have a strong desire of setting up difficult objectives and accomplishing them. Their preference is to work in a results-oriented work environment and always appreciate any feedback on their work. Achievement-based individuals take calculated risks to reach their goals and may circumvent both high-risk and low-risk situations.

Definition: McClelland's Needs Theory was proposed by a psychologist David McClelland, who believed that the specific needs of the individual are acquired over a period of time and gets molded with one's experience of the life. McClelland's Needs Theory is sometimes referred to as Three Need theory or Learned Needs Theory.



### drive reduction theory

A need is a state of deprivation or deficiency. A drive is a state of bodily tension such as hunger or thirst that arises from an unmet needs. The satisfaction of a drive is called drive reduction

Drive theory is based on the principle of homeostasis, the tendency of the body to maintain a steady internal state.

According to drive theory when homeostasis is disturbed, drives activate the behaviour needed to restore a steady balance.

Primary drives are drives that arise from biological needs. (Example: Rana has primary drives for obtaining food, water, and warmth. These are basic biological needs. ii) Secondary drives are learned through operant or classical conditioning. Humans learn drives that prompt them to obtain objects that are associated with the reduction of a primary drive. (Example: Rana lives in Shimla. He has learned that it is necessary to pay his power bill on time (secondary drive) in order to stay warm (primary drive) during the winter.

### carol dweks's self theory of motivation

Mindset Theory (MT), basically states that people hold one of two mindsets about intelligence: a) an entity or fixed mindset, or b) an incremental or growth mindset. Entity theorists view intelligence as a fixed trait that is predetermined by nature. On the other hand, incremental theorists perceive intelligence as a malleable and expandable trait that can be developed.

The model says that people with a growth mindset tend to choose learning goals, which focus on the development of competence. Learning goals, then, tend to lead to effort attribution which means that failure will be seen as having not put in enough effective effort. This effort attribution will lead to sustained interest and persistence

### carol dweks's self theory of motivation (cont)

people with a fixed mindset will tend to choose ability goals, goals which focus on demonstrating ability. People choosing ability goals will tend to attribute failure as an indication of lack of ability. When experiencing lack of ability people will tend to feel shame and loss of interest which will make it more likely they will disengage from the task.

