

Quiz 2 Study Guide

This is essentially an overview of everything we've covered in class as well as some things we didn't cover but you read about in the text. Although this may serve as a guide for studying, this is NOT a contract of what will be on the test. Good luck studying!!

Chapter 7

- Acquired needs - where they come from
- Quasi-needs - definition; how they compare to true needs
- Social needs - how they motivate behavior
- Achievement - definition, types of standards, influences
- Atkinson's Model - know the general concept behind the theory, understand the variables within the formula (don't need to know the formula itself)
- Dynamics of Action Model
- Contemporary approach to achievement
- Mastery vs. performance goals (know results of Elliot & Church study)
- How need for achievement is satisfied
- Affiliation & Intimacy – definition, how are these 2 related?
- Conditions involving affiliation & intimacy needs, & how they are satisfied
- Power - definition, how manifested & satisfied
- Leadership motive pattern

Chapter 8

- How cognition is related to motivation
- Tolman - intervening variable model
- Lewin - need-intention-tension model
- Plans – definition & TOTE model
- Corrective motivation
- Goals - definition
- Goal-Performance discrepancy - know two types of discrepancy
- Relationship between goals and performance
- Goal acceptance - what does it depend on
- Long-term vs. Short-term goal setting, effects on performance, persistence, & intrinsic motivation
- Criticisms & concerns of goal setting

Chapter 9

- Expectancy - definition
- Efficacy expectation - definition, causes
- Self-efficacy - definition, what it impacts
- Outcome expectations - definition, determinants
- Expectancy Theory (VIE Theory)
- Dimensions of attributions - locus, stability, controllability
- Learned Helplessness - definition, components
- Seligman & Maier study (the dogs.....) - know basic findings of the study (i.e., what it taught us)
- Effects of Learned Helplessness
- Learned laziness - definition
- Reactance - definition, how it relates to learned helplessness

Work Motivation

- What is work motivation
- Maslow's Need hierarchy – know what the five levels are
- Alderfer's ERG – know the three components
- Similarity/Difference between Maslows & Alderfer's Theories
- Herzberg's 2 factor Theory – know the 2 factors and how they motivate
- Equity Theory- 4 necessary components, restoration of equity
- Hackman & Oldham's Job Characteristics Model – What are its 5 core job characteristics, what are the critical psychological states, how do the job characteristics affect the psychological states