

## **BAB IV**

### **Hasil Kegiatan Academic Visit**

#### **4.1 HASIL**

“Motivation and Performance”

1. Explain what motivation is and why managers need to be concerned about it.
2. Describe from the perspectives of expectancy theory and equity theory what managers should do to have a highly motivated workforce.
3. Explain how goals and needs motivate people and what kinds of goals are especially likely to result in high performance
4. Identify the motivation lessons that managers can learn from operant conditioning theory and social learning theory.
5. Explain why and how managers can use pay as a major motivation tool.

#### **1.1 PEMBAHASAN**

##### **Motivation**

- The psychological forces that determine the direction of a person’s behavior in an organization, a person’s level of effort, and a person’s level of persistence
- Explains why people behave the way they do in organizations

