## **BAB IV**

# Hasil Kegiatan Academic Visit

### **4.1 HASIL**

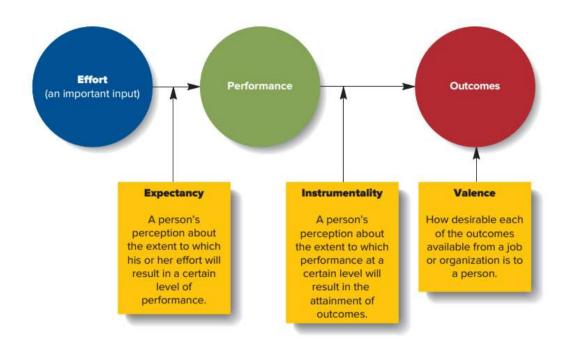
"Motivation and Performance"

- 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



INPUTS FROM ORGANIZATIONA MEMBERS	PERFORMANCE	OUTCOMES RECEIVED BY ORGANIZATIONAL MEMBERS
Time Effort Education Experience Skills Knowledge Work behaviors	Contributes to organizational efficiency, organizational effectiveness, and the attainment of organizational goals	Pay Job security Benefits Vacation time Job satisfaction Autonomy Responsibility A feeling of accomplishment The pleasure of doing interesting work Improving the lives or well-being of others