**EMPLOYEE ENGAGEMENT**

**Learning Outcome 3: ACTIVITY 4**

**GROUP ACTIVITY**

**Motivation theories**

In small groups, complete the following:

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| Consider each of the following motivation theories. 1. Scientific Management – F W Taylor
2. McClelland’s Achievement Motivation (1961)
3. Expectancy Theory
4. Goal Theory – Latham & Locke (1979)
5. Equity Theory – Adams 1965

How does each one work in practice in an organisation? Do you think the motivation theory works in practice, or do you think it has limitations? Which theory do you think would work better in a local organisation known to you? Justify your answers.Be prepared to feedback your answers to a class discussion.  |