

EXAMPLES OF ORGANIZATIONAL BEHAVIOR THEORIES

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MASLOW'S HIERARCHY OF NEEDS

MASLOW'S THEORY SUGGESTS THAT HUMAN MOTIVATION IS DRIVEN BY FULFILLING BASIC NEEDS, PROGRESSING FROM PHYSIOLOGICAL TO SELF-ACTUALIZATION.

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HERZBERG'S TWO-FACTOR THEORY

HERZBERG DIVIDES WORKPLACE FACTORS INTO HYGIENE (PREVENT DISSATISFACTION) AND MOTIVATORS (INCREASE SATISFACTION), EMPHASIZING BOTH FOR OPTIMAL MOTIVATION.

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THEORY X AND THEORY Y

MCGREGOR'S THEORY DISTINGUISHES TWO MANAGEMENT STYLES: THEORY X (AUTHORITARIAN) AND THEORY Y (EMPOWERING), AFFECTING EMPLOYEE MOTIVATION AND BEHAVIOR.



EQUITY THEORY

EQUITY THEORY FOCUSES ON FAIRNESS IN THE WORKPLACE, SUGGESTING EMPLOYEES ARE MOTIVATED BY PERCEIVED FAIRNESS IN REWARDS AND TREATMENT.

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EXPECTANCY THEORY

THIS THEORY POSITS THAT EMPLOYEES ARE MOTIVATED BY EXPECTED OUTCOMES; THEY ACT IF THEY BELIEVE THEIR EFFORTS WILL LEAD TO REWARDS.

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Organizational Behavior Foundations Theories And Analyses

SA Adler



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