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Chapter 8: Employee Behavior and Motivation

Chapter Overview

What motivates you to do well at your job? Is it money? Respect? Recognition? Every employee in an organization has his or her own set of motivating factors.

This chapter discusses the basic forms of behaviors that employees exhibit in organizations, as well as the nature and importance of individual differences among employees. It also explains the meaning and importance of psychological contracts and the person-job fit in the workplace. Finally, the chapter presents some time-tested models and concepts of employee motivation, and some strategies and techniques used by organizations to improve employee motivation.

Learning Objectives

- 8-1. Identify and discuss the basic forms of behaviors that employees exhibit in organizations.
- 8-2. Describe the nature and importance of individual differences among employees.
- 8-3. Explain the meaning and importance of psychological contracts and the person-job fit in the workplace.
- 8-4. Identify and summarize the most important models and concepts of employee motivation.

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