Chapter 13 - motivation

1. reinforcement that strengthens by following behaviors with Desirable consequences	A. intrinsic reward
2. reinforcement that strengthens behavior by withholding an unpleasant consequences when the employee performs a specific behavior	B. motivation
3. a target, objective, or result that someone tries to accomplish	C. over reward
4. a theory that people will be motivated to the extent to which they accept specific challenging goals and receive feedback that indicate their progress	D. inputs
5. the extent to which people consciously understand and agree to goals	E. expectancy theory
6. The set of forces that initiates, directs and makes people persist in their efforts to accomplish a goal	F. outcomes
7. the physical or physiological requirements that must be met to ensure survival and wellbeing	G. distributive justice
8. a reward that is tangible, visible to others, and given to employee's contingent on the performance of specific tasks or behaviors	H. goal
9. a natural reward associated with performing a task or activity for its own sake	I. needs
10. the theory that states that people will be motivated when they perceive that they will be treated fairly	J. positive reinforcement
11. in equity theory, the contributions employees make to the organization	K. Under reward
12. in equity theory, the rewards employees receive for their contributions to the organization	L. procedural justice
13. a form of in equity in which you are getting fewer outcomes relative to inputs that your referent is getting	M. negative reinforcement
14. a form of inequity in which you are getting more outcomes relative to inputs than your referent	N. goal setting theory
15. the perceived degree to which outcomes an rewards are fairly distributed or allocated	O. extrinsic reward
16. the perceived fairness of the process used to make reward allocation decisions	P. equity theory

17. the theory that people will be motivated to the extent to which they believe their efforts will lead to good performance, that good performance will be rewarded and that they will be offered attractive rewards

Q. goal acceptance