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other work motivation theories, lay out a research agenda, and discuss its relevance for organizational behavior and management. Self-Determination Theory Central to SDT is the distinction between autonomous motivation and controlled motivation. Autonomy involves acting with a sense of volition and having the experience of choice. In the words (PDF) Motivation in organizational behavior: History ... Practice Question Locus of Control and Self-Esteem. An individual's personality can affect his or her perception of how effort leads to... Employee Needs. After considering an employee's personality traits, a manager must also consider his employee's needs. Cultural Differences. Finally, managers ... Self determination theory and work motivation - Gagn é ... Craig C. Pinder defines work motivation as being " a set of energetic forces that originate both within as well as beyond an individual ' s being, to initiate work-related behavior, and to determine its form direction intensity and duration. " (Pinder, 2008: 11) This definition is one of the most widely accepted definitions. 3. The Role of Motivation in Organizational Behavior ... This second edition of the best-selling textbook on Work Motivation in Organizational Behavior provides an update of the critical analysis of the scientific literature on this topic, and provides a highly integrated treatment of leading theories, including their historical roots and progression over the years. Work motivation - Wikipedia Work motivation "is a set of energetic forces that originate both within as well as beyond an individual's being, to initiate work-related behavior, and to determine its form, direction, intensity, and duration." 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