

# Work Motivation in Organizational Behavior

Second Edition

Craig C. Pinder  
*University of Victoria,  
British Columbia*

# Contents

*Foreword by Lyman W. Porter*

ix

*Preface*

xi

<b>PART ONE</b>	<b>How Theories of Work Motivation are Developed</b>	<b>1</b>
1	Work Motivation, Productivity, and the Economy	3
2	Methods of Inquiry in Work Motivation Theory and Research	25
<b>PART TWO</b>	<b>Alternative Models of Human Functioning</b>	<b>61</b>
3	Human Nature: Needs and Values as Motives at Work	63
4	Human Nature: Affect and Emotions as Motives to Work	107
5	Power, Love, and Sex as Motives at Work	145
6	Social Motives and Self-Esteem as Motives at Work	171
7	Job Design as a Contextual Source of Work Motivation	205
8	Causes and Consequences of Frustration at Work	237
<b>PART THREE</b>	<b>Concepts of Work Motivation and Ultimate Determinants of Behavior</b>	<b>251</b>
9	Beliefs, Attitudes, and Intentions	253
10	Human Reactions to Work, Jobs, and Organizations	267
11	Equity, Fairness, and Justice Motives Related to Work	311
12	Expectancy-Valence Theories of Work Motivation	363
13	Goal-Directed Theories	389
<b>PART FOUR</b>	<b>Views of “Work Motivation” and Work Behavior</b>	<b>423</b>
14	Learning, Behavior Control, Social-Cognitive Theory, and Self-Management	425

<b>PART FIVE Summary and Evaluation of Progress</b>	<b>475</b>
<b>15 Profits, Slaves, and Hopes for Strawberry Fields of the Future</b>	<b>477</b>
<i>References</i>	487
<i>Author Index</i>	551
<i>Subject Index</i>	569