McBride’s Human Motivation Theory – From WebFast.com

Douglas McGregor’s Theory X and Theory Y

According to McGregor, the theory of motivation, people are motivated to take certain actions in order to reduce the internal tensions that are caused by needs. For example, you might be motivated to think of food in order to reduce the internal state of hunger. This theory is based on the concept of self-motivation, as it also describes the body’s ability to motivate itself.

Equity Theory

Equity Theory proposes that a person’s motivation is based on what he or she considers to be fair when compared to others (Redmond, 2010). When applied to the workplace, equity theory suggests that employees will compare their own inputs and outputs to those of their peers in order to determine if they are being treated fairly.

Self-Determination Theory of Motivation

Self-determination theory (SDT) is a macro theory of human motivation and personality that concerns people’s inherent growth tendencies and innate psychological needs. It is concerned with the motivation behind choices people make without external influence and interference. SDT focuses on the degree to which human behavior is self-determined and self-directed.

The Incentive Theory of Motivation

The incentive theory of motivation is an often-cited reference in articles on the practice of psychology. When employed to constitute the selection of motivational controls that a person may or may not make, this theory can be applied to a wide variety of situations.