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Research suggests that motivation can be manipulated through certain instructional practices, although studies demonstrate both positive and negative effects. The use of rewards may either encourage or diminish motivation, depending on the type of rewards and the context in which they are given.

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In this paper we would like to emphasize on the importance of motivation in the workplace to improve the employee performance and productivity. Even we would like to present the theories and techniques of the motivation in the workplace. KEYWORDS: Employee Motivation, Importance, Performance, Techniques and Theories.

### MOTIVATION IN THE WORKPLACE TO IMPROVE THE EMPLOYEE ...

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of research in education and management. It is this type of private information that will be our focus.3 In the first part of the paper we thus study the attributions made by an agent when a principal with private information makes a decision, such as selecting a reward, delegating a

### Intrinsic and Extrinsic Motivation - Princeton University

Motivation. Motivation is a feeling that pushes you to achieve something. Passion, enthusiasm, determination, and goals are some of the major motivating factors in one's life.The desire to complete a task can be termed as motivation. It can drive us to make discoveries and innovations, and achieve milestones that once seemed out of reach.

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This research paper addresses the definition of rewards in the work environment context, the importance of rewarding employees for their job performance, motivators to employee performance such as extrinsic and intrinsic rewards, Herzberg's two-factor theory in relation to rewarding employees, Hackman and Oldman model of job enrichment that identifies how well-designed jobs lead to high motivation, superior performance and employee satisfaction, and Vroom's expectancy theory.

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The main interest of the psychologists is to evaluate abilities and aptitudes to improve job-person. However, lately motivation is an important segment of vocational and industrial psychology (Carolyn, 2005). She asserts that modern research on human motivation is based on three major assumptions. First, motivation is a permanent characteristic.

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Intrinsic motivation is a topic of interest within both basic behavioral science and applied translational studies and interventions (Ryan and Deci, 2000, 2017). Yet important to the progress of empirical research on intrinsic motivation is integrating what is known from phenomenological and behavioral studies with neuroscience studies.

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