

Work Motivation

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Gary P. Latham

Work Motivation

History, Theory, Research, and Practice



Foundations for
Organizational
Science
A SAGE Publications Series



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Work Motivation: History, Theory, Research, and Practice provides unique behavioral science frameworks for motivating employees in organizational settings. Drawing upon his experiences as a staff psychologist in and consultant to organizations, author Gary P. Latham has written this book in a "mentor voice" that is highly personal and rich in examples, including enduring influences of mentors on researchers in the field. Key Features: * "Includes anecdotes about and from the major thought leaders in the field of motivation:" Personal insights from and about leading personalities in the field of motivation such as Bandura, Frese, Hough, Judge, Kanfer, Lawler, Locke, Pinder, Rousseau, and Vroom make the material come alive. Behind-the-scenes accounts of research and the researchers who conducted studies in North America, Africa, Asia, Australia, and Europe are addressed. * "Offers a chronological review of the research on and theories of motivation in the workplace:" Written in a meaningful and memorable style, a comprehensive treatment is given of work motivation from the end of the 19th century to the present. * "Provides a taxonomy for the study and practice of motivation:" The book explains how and why to take into account a person's needs, values, work setting, goals, moods, and emotions. Controversies of theoretical and practical significance such as the importance of money, the relationship between job satisfaction and job performance, and the distinction between intrinsic and extrinsic motivation are captured and resolved. Intended Audience: This is an excellent text for advanced undergraduate and graduate students studying work motivation in the departments of Industrial/Organizational Psychology, Organizational Behavior, and Human Resource Management. Talk to the author!
<http://www.rotman.utoronto.ca/facbios/viewFac.asp?facultyID=latham>

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