

Work Motivation 2



Kristjan Laane

For Master's in Work and Organizational Psychology
Tallinn University of Technology

Vroom for Expectancy & Instrumentality



Vroom's Expectancy Theory
or VIE Theory – Valence, Instrumentality, Expectancy

Vroom's Expectancy as a Compound Motivator



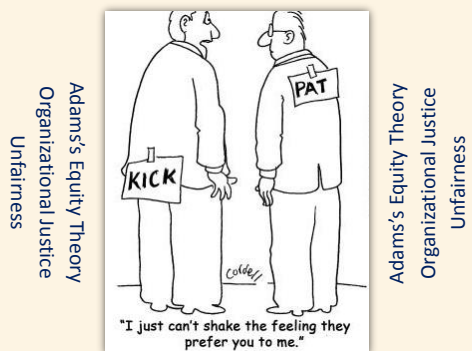
Vroom's Instrumentality – Doing This Gets That



Vroom's Valence = Incentive Value



Violation of Expectations as a Demotivator



Violation and Fulfilment of Expectations



Key Points

Valence, Instrumentality, Expectancy (VIE)
influence motivation

- Vroom's Expectancy Theory

Violation of expectations -> counter-productive motives

- as explained by Adams's Equity Theory
- organizational justice principles
- and by Rousseau's Psychological Contract

Thank You!

K.Laane@psychol.cam.ac.uk
