



# Management and Motivation (Penguin business)

*Victor H. Vroom*

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The performance of anyone at his or her job is affected by a combination of ability and motivation. This book brings together papers which represent work being done in the study of motivation. There are three main approaches to the subject. The first is paternalistic in nature and assumes that the more a worker is rewarded, the harder he will work. The second approach assumes that a person will be motivated to work if rewards and penalties are tied directly to his performance. The third approach is called "participative management" in which the incentives for effective performance are in the job itself or in the individual's relationship with members of his working team.

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