Management Question

Student’s Name

Department, University

Course Name: Course Code

Professor’s Name

Date

Management Question

**Vroom’s Model of Expectancy Theory**

**Introduction**

To guarantee that workers are driven to do a productive job at work, Vroom's expectancy theory model is critical in every corporation. Whenever it relates to employee motivation, each person is different. One person can be more inspired if given a relaxation break at the end of their sheer determination. A further person would be inspired by the prospect of receiving a reward when they perform well (Kopp, 2014). The essay would describe Vroom's Model of Expectancy Theory, the method by which the model assesses motivation and demonstrate how well the valence measure can help with staffing problems in a company.

**Vroom’s Model of Expectancy Theory Description**

It is a concept that explains the distinction between motivation and effort, success, and outcomes. Victor Vroom developed this theory in 1964. People will choose to perform and act a certain way since they are motivated by the value. According to Vroom's model of expectancy theory, the value is called "valence". The individuals bet on a specific result and also the likelihood that it will occur. Employees prefer to be motivated to complete their work efficiently and effectively; alternatively, they can only do the bare minimum to maintain their work. Vroom's hypothesis comprises three other aspects and the expectancy theory: instrumentality, expectancy and valence. The worker's valences are essentially the type of compensation the worker will obtain. Expectancy refers to an individual employee trust in their ability to perform specific tasks, and it requires supervisors to determine how well the worker should be equipped. Lastly, instrumentality refers to whether or not a worker can obtain the agreed compensation from a boss. The framework affirms that individual employee values regarding Expectancy, Instrumentality and Valence combine psychologically to build a motivating force so that the worker behaves in bringing satisfaction and relieve stress (Lloyd and Mertens, 2018). It is important to work in an environment that encourages encouragement and incentives rather than relentless criticisms so that workers are motivated to be doing a great job and accomplish more career aspirations.

**How the Model Measures Motivation**

Throughout the workplace, the approach Vroom's model of expectancy theory tests motivation too is crucial. Everybody is driven by someone or something unique, and managers must strive to discover what inspires every one of their workers**.** According to Lee (2019): “Motivation=Expectancy x Instrumentality x Valence." Throughout the model, the multiplier effect is significant. When expectation, instrumentality, and valence are high, it increases motivation levels than when they are just poor and low (Lee, 2019). As a result, if managers compensate employees' efforts, they will become more likely to do excellent work the next cycle. Business owners must also instil trust in their workers that they can achieve their objectives. However, in an attempt to do so, employers must ensure that they must have chosen the best people with the right qualifications for specific jobs. Certain circumstances affect the employees' expectations, which in turn affects their motivation. For instance, trust in one's abilities, goal complexity, self-efficacy, lack of skills due to unrealistic objectives, and, ultimately, power. Controlling the predicted result would boost their morale and raise their expectations. Input and promotions are valued by workers, which would help to address staffing problems.

**Measure of Valence Aiding Staffing Issues in an Organization**

Valence is classified as the value that apprentices impose on certain outcomes, as per Chapter 8.1 of the document. The Company would recognize their source of motivation by looking more closely at their desires, needs, and ambitions. (Kopp, 2014). Inside the work environment, valence could be either constructive or destructive. Valence is positive if a worker has a particular fondness for obtaining a reward. If an employee requires an incentive, their value is positive; if they do not require a benefit, their value is negative. Perceived value can help with a company's staffing problems. A company should decide that workers have a significant positive. Employees with a high valence would be much more likely and do whatever is necessary to achieve their reward if it is achieved. The employee with a positive valance has a greater willingness to earn and perform against the objectives. As a result, efficiency will improve, leading to the achievement of the institution's goals set. Employers would be able to avoid recruiting workers with a negative valence if they use valence. This is because these workers are unconcerned with earning a bonus.

**Conclusion**

Every organization will benefit from Vroom's Model of Expectancy Theory. That is, if an organization offers incentives, its workers would be more inspired. Victor Vroom's Expectancy Theory framework is an essential and useful concept for the organization. Motivation is a complicated topic, particularly when it comes to staff turnover. In an organization, how well the framework evaluates inspiration and how the valence measure can help with staffing problems is critical.

**References**

Kopp, D. M. (2014). [*Human resource development: Performance improvement through learning*](https://ashford.instructure.com/courses/84531/external_tools/retrieve?display=borderless&url=https%3A%2F%2Fcontent.ashford.edu%2Flti%3Fbookcode%3DAUBUS375.14.1) [Electronic version]. Retrieved from [https://ashford.content.edu](https://ashford.content.edu/)

Lee, H. W. (2019). Moderators of the motivational effects of performance management: A comprehensive exploration based on expectancy theory. *Public Personnel Management*, *48*(1), 27-55. <https://journals.sagepub.com/doi/full/10.1177/0091026018783003>

Lloyd, R., & Mertens, D. (2018). Expecting more out of expectancy theory: History urges inclusion of the social context. *International Management Review*, *14*(1), 28-43. <http://americanscholarspress.us/journals/IMR/pdf/IMR-1-2018/IMR-v1-n1-2018-4-19.pdf#page=28>