

# **MOTIVATION TO WORK ESSAY PACK**

For CAIE A2 Psychology Paper 3

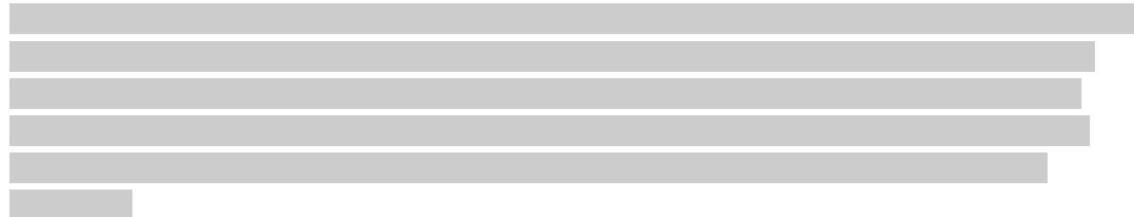
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**1 a) Describe what psychologists have discovered about:**

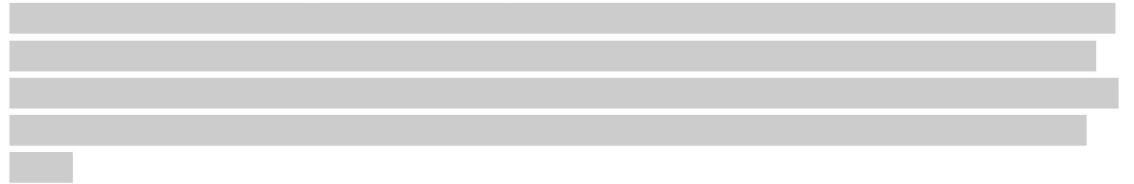
- **Maslow's hierarchy of needs, including a study, and**
- **McClelland's theory of achievement motivation. [6]**

**Ans.**

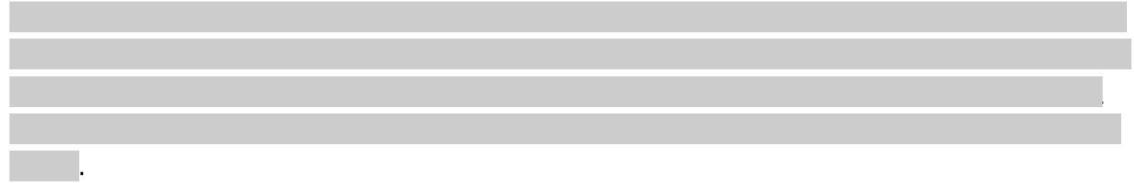
Maslow proposed that motivation comes from five hierarchical needs. Physiological needs include



Saeednia aimed to develop a reliable scale



McClelland proposed three learned work-related needs that result in motivation. Need for achievement (NAch) is the



**1 b) Evaluate what psychologists have discovered about:**

- **Maslow's hierarchy of needs, including a study, and**
- **McClelland's theory of achievement motivation**

**including a discussion about application to everyday life**

**Evaluation in your answer can include strengths, weaknesses and a discussion of issues and debates. [10]**

**Ans.**

One relevant issue is application to everyday life. Maslow's hierarchy is widely applied in workplaces, as it explains

Saeednia's development of the BNSS supports

Another issue is individual and situational explanations. Maslow's theory focuses mainly on individual needs that motivate behaviour,

. McClelland highlights

individual differences, proposing that

A final issue is cultural differences. Saeednia found that

**2 a) Describe what psychologists have discovered about:**

- Latham and Locke's goal-setting theory, and
- Vroom's VIE (expectancy) theory. [6]

**Ans.**

Locke et al. argued that specific and measurable goals are more motivating than general ones, which led to the development of SMART goals. SMART stands for (

[REDACTED]

complex goals should be broken into sub-goals.

Vroom's VIE theory explains motivation as a rational decision-making process based on

[REDACTED]

Motivation = Valence  $\times$  Instrumentality  $\times$  Expectancy.

**2 b) Evaluate what psychologists have discovered about:**

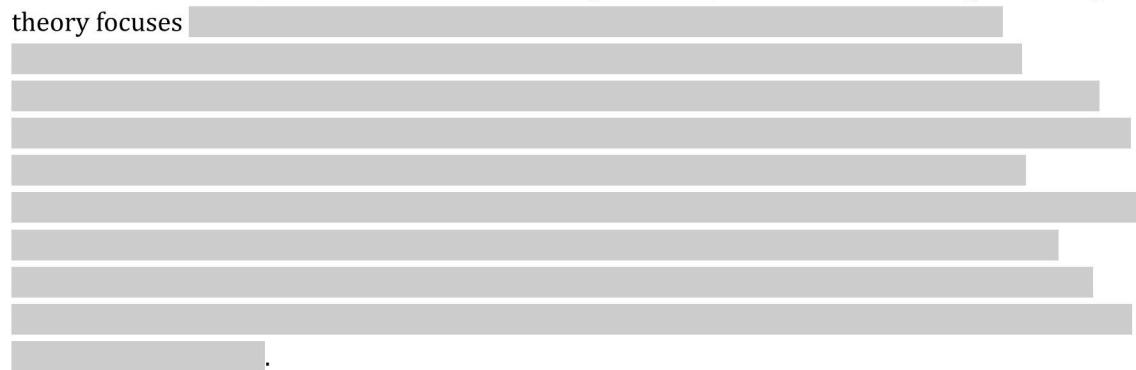
- Latham and Locke's goal-setting theory, and
- Vroom's VIE (expectancy) theory

including a discussion about individual and situational explanations

**Evaluation in your answer can include strengths, weaknesses and a discussion of issues and debates. [10]**

**Ans.**

One relevant issue is individual and situational explanations. Locke and Latham's goal-setting theory focuses



Another issue is cultural differences. Locke and Latham's focus on challenging, specific goals



A final issue is reductionism versus holism. Goal-setting theory can be seen as reductionist because it

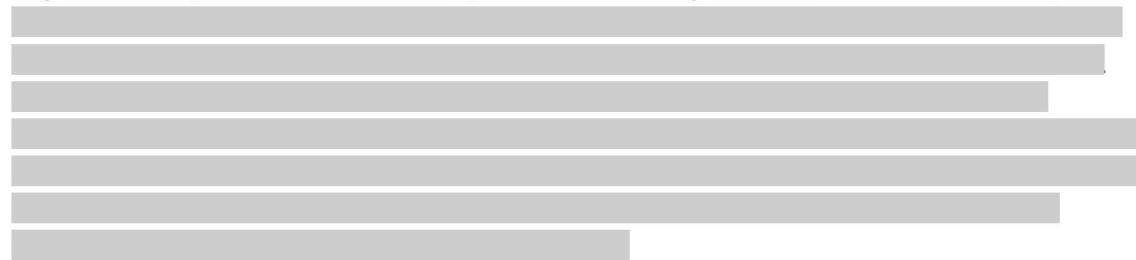


**3 a) Describe what psychologists have discovered about:**

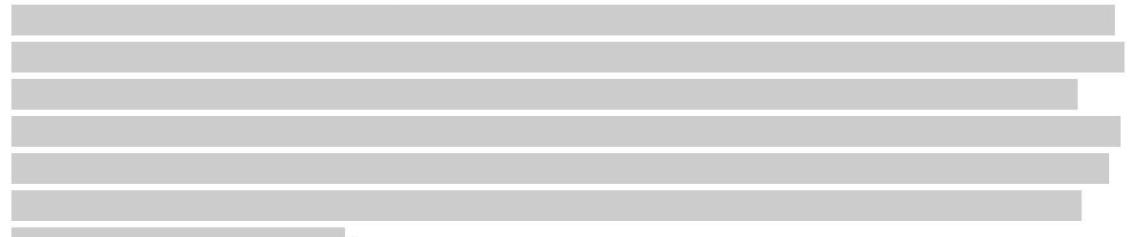
- **extrinsic motivators at work, and**
- **intrinsic motivators at work. [6]**

**Ans.**

Extrinsic motivation at work refers to behaviour driven by outer rewards or the avoidance of negative consequences. It is based on operant conditioning, in which



Intrinsic motivation comes from internal satisfaction and emotional rewards instead



n.

**3 b) Evaluate what psychologists have discovered about:**

- **extrinsic motivators at work, and**
- **intrinsic motivators at work.**

**including a discussion about individual and situational explanations**

**Evaluation in your answer can include strengths, weaknesses and a discussion of issues and debates. [10]**

**Ans.**

One relevant issue is individual and situational explanations. Extrinsic motivators at work, such as [redacted]

In contrast,

intrinsic motivators focus more on [redacted]

Another relevant issue is reductionism versus holism. Extrinsic motivation is reductionist because [redacted]

A final issue is determinism versus free-will. Extrinsic motivators support a deterministic view, as behaviour is [redacted]

**4 a) Describe what psychologists have discovered about applying self-determination theory to motivational rewards, with reference to Landry et al. (2019), Study 1. [6]**

**Ans.**

Landry et al. used self-determination theory to investigate how monetary rewards impact motivation and performance depending on how they are presented. They tested whether

[REDACTED]

A laboratory experiment using an

[REDACTED]

[REDACTED] satisfaction and frustration,

intrinsic and extrinsic motivation, and control measures.

Results showed that participants in the autonomy-supportive condition performed better, with a mean of 0.76 than

[REDACTED]

It was concluded that

[REDACTED]

**4 b) Evaluate what psychologists have discovered about applying self-determination theory to motivational rewards, with reference to Landry et al. (2019), Study 1**

**including a discussion about reductionism versus holism**

**Evaluation in your answer can include strengths, weaknesses and a discussion of issues and debates. [10]**

**Ans.**

One relevant issue is reductionism versus holism. Landry et al.'s study has a reductionist approach as it

leadership style or long-term career goals, which also influence motivation.

Another issue is determinism versus free-will. The findings support a partly deterministic view,

A final issue is idiographic versus nomothetic approaches. Landry et al. used a nomothetic approach

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