



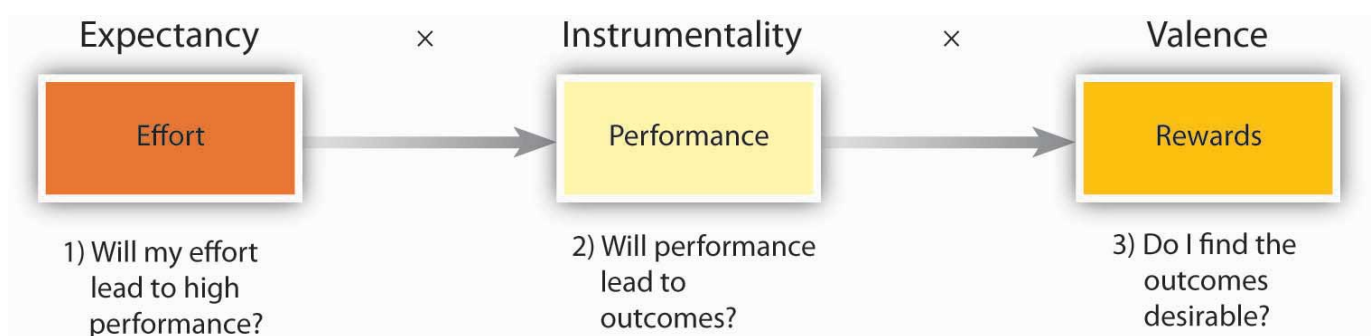
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• Inputs: inputs include all the rich and diverse elements that employees believe they bring or contribute to the job – their education, experience, effort, loyalty, commitment.. Inputs include such things as the person’s past training and experience, special knowledge, personal characteristics etc.. • Unrewarded: unrewarded who feel they have been unrewarded and seek to reduce their feeling in equity through the same types of strategies but same of this specific action are now reverse.

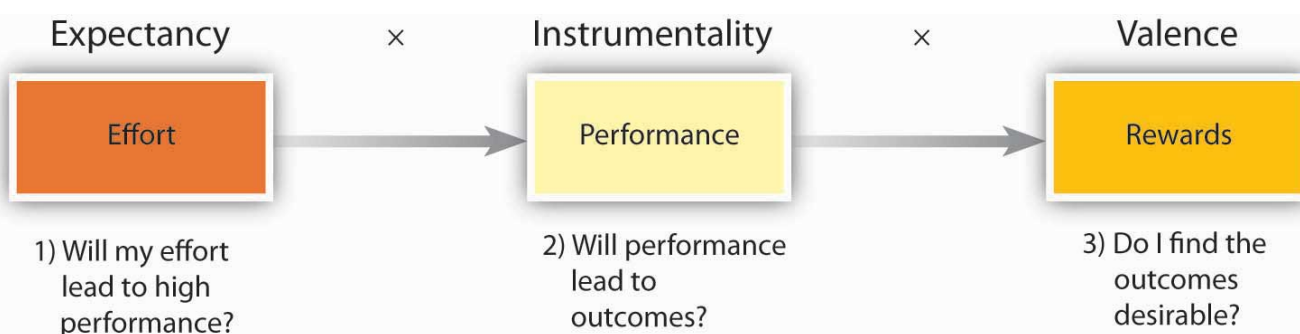
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In equity theory, motivation is affected by the individual perception of being According to Adams (1965) the focus of the theory is on the exchange relationship.. The presentation on Equity theory of Motivation starting with history, the theory, inputs and outputs followed by consequences of inequity gives you the detail.. In this lesson, you'll learn the fundamental principles of John Stacey Adams' equity theory and understand how it can affect the workplace.. The essential aspects of the equity theory may be shown by an equation; There should be a balance of the outcomes/inputs relationship for one person in comparison with that for another person.. • Equity: if employees perceive equity then they will be motivated to continue to contribute act about the same level.

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• Outcomes: Outcomes are rewards they perceive they get from their jobs and employers outcomes include- direct pay and bonuses, fringe benefit, job security, social rewards and psychological. [How To Download Itools For Mac](#)



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Outcomes include pay, recognition, promotion, prestige, fringe benefits etc • Individuals decide whether or not a particular exchange is satisfactory, by comparing their inputs and outcomes to those of others, in the form of a ratio.. This theory is based on following two assumptions about human behavior: • Individuals make contributions (inputs) for which they expect certain outcomes (rewards).. If the person thinks that the rewards are greater than what is considerable, he/she may work harder.. Equity exists when an individual concludes that his/her own outcome/input ratio is equal to that of other people.. • Overrewarded: if employees fell over-rewarded equity theory predicts then they will feel and imbalance in their relationship

with their employee and seek to restore that balance. [Microsoft Office 2010 Portable](#) واحد برابط عربي

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