
LECTURE NOTES – Motivation Theory

OBJECTIVES: The objectives of this course are two-fold:

- To study, in depth, a wide variety of leadership & motivation concepts, practices & theories, and
- To introduce students to research which provides an in-depth analysis of selected topics in leadership or motivation.

The specific learning objectives are to increase ability to:

- Understand motivation & leadership processes as they occur in organizations.
- Analyze employee motivation & identify motivational problems.
- Analyze relationships between organizational power, authority & management styles.
- Identify & solve problems related to leadership & motivation in organizations.
- Design & implement effective leadership & motivation systems to improve productivity.

GRADING Points

1st exam 200
2nd exam 200
3rd exam 200
To receive an "S" grade, the student must earn a "C" or better.
Term Projects 300
Participation 50
Total 950

TOPIC OUTLINE (Times are approximate & may vary depending on class interest & subject matter.)

I. Introduction

II. Leadership

   A. Theories
   B. Concepts
   C. Practices
III. Leadership Exercises
   A. Cases & Incidents
   B. Class Exercises/Project

IV. Motivation
   A. Theories
   B. Concepts
   C. Practices

V. Motivation Exercises
   A. Cases & Incidents
   B. Class Project

TEXTBOOK ASSIGNMENTS, EXAM SCHEDULE, PROJECT DUE DATES

January 21  Chapters 1-3 (leadership)
Feb. 4        Chapters 4-7 (leadership)
Feb. 18       Exam #1 over Chapters 1-7; Chapters 8-9 (leadership)
March 4       Chapters 10-12 (leadership)
March 18      Chapters 13-15 (leadership); 1st Project Due
April 8       Exam #2 over Chapters 8-14; Introduction to Motivation Theory
April 22      Motivation Theory
May 6         3rd Exam (application of leadership and motivation theories) – 2nd Project Due

NOTE: Specific assignments & dates will be given in class.

- **Incompletes ("I" grades):** Given for passable work that could not be completed due to circumstances beyond the student's control (e.g., severe illness, death in the immediate family). These circumstances must have developed after the last day to withdraw from the course. Requests for "I" grades should be made to the instructor, but must be approved by the Management Department Head.
- **Withdrawals:** It is the responsibility of the student to know important dates such as University drop dates; last day to withdraw with a W is March 9. Moreover, it is the responsibility of the student to officially withdraw from any class that he or she intends to drop.
- **Cheating:** Cheating will not be tolerated. Punishment for those caught cheating will be an “F” in the course. The person will also be subject to further sanctions as indicated in the student code of conduct.
- **Disabilities/Employee Relations:** Feel free to call the Director of Institutional Equity at 575-646-3635 with any questions you may have about NMSU’s Non-Discrimination Policy & complaints of discrimination, including sexual harassment. Call the Coordinator of Services for Students with Disabilities at 575-646-6840 regarding student issues related to the Americans with Disabilities Act (ADA) and/or Section 504 of the Rehabilitation Act of 1973. All medical information will be treated confidentially.