

Work Motivation

Skill Variety

A job with skill variety calls on a wide range of your skills, abilities, and areas of knowledge. Instead of simply doing the same thing again and again all day, you take on different tasks and build new skills and interests.

Task Identity

Task identity refers to the degree to which a job requires completion of a whole, identifiable piece of work. A job with high task identity allows you to do a single project or task from beginning to end and to see the outcome of your work.

Task Significance

Task significance is your feeling that your work has meaning, that what you do has a positive impact on the world and on other people.

Job Feedback

Feedback is information about how well you are doing your job and how you can do better in the future. Workers are most motivated when feedback comes from the process of doing the job itself. Workers are less motivated to do a good job when all of their feedback comes from supervisors.

Autonomy

In a work context, autonomy means having freedom and decision-making power to schedule work and to determine how it will be carried out. Autonomy gives you the feeling that your supervisor respects your abilities and work ethic.
