ARTICLE REVIEW ON (WORK MOTIVATION THEORY AND RESEARCH AT THE DAWN OF THE TWENTY-FIRST CENTURY)

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SOURCE

Gary P. Latham and Craig C. Pinder, 'WORK MOTIVATION THEORY AND RESEARCH AT THE DAWN OF THE TWENTY-FIRST CENTURY', Annual Review of Psychology, Annu. Rev. Psychol. 2005. 56:485–516, First published online as a Review in Advance on June 21, 2004,http://home.ubalt.edu/tmitch/642/Articles%20syllabus/Latham%20%26%20Pinder%20wk%20mot%20theory%20an%20rev%2005.pdf

ABSTRACT

This review critiques the article 'WORK MOTIVATION THEORY AND RESEARCH AT THE DAWN OF THE TWENTY-FIRST CENTURY' in the Journal "Annual Review of Psychology", "Annu. Rev. Psychol. 2005. 56:485–516". While reviewing, it will show the summary of the article.

KEYWORDS

Research, Motivation, Century, Analysis, Information, Psychology

INTRODUCTION

It will also analyse the structure of the article to see whether it is much effective to give a sense of understanding to reader easily or not. Along with that, It'll be elaborating the methods of providing information being used. The review 'll also critique the article, evaluating its authority, currency, accuracy, objectivity and coverage too.

REVIEW OF LITERATURE

ARTICLE SUMMARY

This article depicts the analysis on the progress made in theory and research on needs, traits, values, trait, cognition, and effect as well as three bodies of literature which are related to the understanding of the motivation. The three bodies of literature are as national culture, job design and models of person-environment fit. It mentions the 10 generally positive conclusions after analysis regarding predicting, understanding and influencing work motivation.

ARTICLE STRUCTURE

The article has very understandable structure which starts with an abstract, by giving an insight to the whole article in one paragraph that helps the reader to get knowledge about the article at first glance. It contains the content section which gives references in the form of the tree structure so that user can directly jump to the relevant heading. Each heading properly covers the context of the section. Each paragraph provides the sources to the references which are the background to the research of this article to which it takes forward. References were cited in-text and set out clearly in the literature cited section.

ARTICLE CRITIQUE

AUTHORITY:

This article was published in the journal Annual Review of Psychology. The Annual Review of Psychology, in publication since 1950, covers the significant developments in the field of psychology, including: biological bases of behavior, sensation and perception, cognitive processes, animal learning and behavior, human development, psychopathology, clinical and counseling psychology, social psychology, personality, environmental psychology, community psychology, and more.

This is a credible source for this article which has immense contribution to research related to psychology and has a number of well known scholars showing their interests and efforts to make this journal more strengthen source of publications. So far the article is concerned the authors are very authentic as they are PhD so it makes it more authentic contribution to research. It contains the links to the author's articles of other researches in the references.

ACCURACY:

This article mentions the sources of information which are quite comprehensive and well managed and authentic which gives a sense of accuracy of this article. The references in the references section and also with each paragraph study are good enough to add accuracy to the information in this article.

CURRENCY:

The journal issue containing the article was published in 2005, while the article was accepted for publishing in June 21, 2004. It shows that the research is current and article cites up-to-date references.

RELEVANCE:

This article was published in a journal which contains both the academic and advertising context. But it is highly related to any kind of field to build the motivation for work. So it is relevant to Nursing as well.

OBJECTIVITY:

In this article the information is based on research and has been presented objectively. The authors are from good background of research and have put their expertise to make it more interesting for the readers. It primarily focuses on the methods to be adopted to facilitate the employees to be motivated enough towards their work.

It elaborates that the three theories dominate the motivation literature, as goal-setting, social cognitive and organizational justice. Which must be followed in order to prepare a good working force. According to this research article ability to predict, understand, and influence motivation in the workplace has increased significantly as a result of the attention that has been given to all rather a few aspects of an employee's motivation. It could have been presented in a more influencing way if it could have some samples and statistical work on different organisations. Overall it backs its research very well.

STABILITY:

The journal in which this article was published has a stable data and hence is a stable source.

ANALYSIS OF GRAPH/IMAGE/TABLE

(Not Applicable)

CONCLUSION

This review also critiques and summarize the context of the article in a better way of understanding. This review shows that the research in this article is highly useful and is important for all fields to give a motivation to any employee in any organization. All the three theories dominate the motivation literature, as goal-setting, social cognitive and organizational justice.

REFERENCES

Craig C. Pinder., Gary P. Latham. (2005).,WORKMOTIVATION THEORY AND RESEARCH AT THE DAWN OF THE TWENTY-FIRST CENTURY.