Chapter II: Motivation & Work

Key Terms

Writing Definitions

1. **Motivation** is a need or desire that energizes and directs behavior. (p. 443)

2. **An instinct** is a complex behavior that is rigidly patterned throughout a species and is unlearned. (p. 444)

3. **Drive-reduction theory** attempts to explain behavior as arising from a physiological need that creates an aroused tension state (drive) that motivates an organism to satisfy the need. (p. 445)

4. **Homeostasis** refers to the body's tendency to maintain a balanced or constant internal state. (p. 445)

5. **Incentives** are positive or negative environmental stimuli that motivate behavior. (p. 445)

6. **Maslow's hierarchy of needs** proposes that human motives may be ranked from the basic, physiological level through higher-level needs for safety, love, esteem, self-actualization, and self-transcendence; until they are satisfied, the more basic needs are more compelling than the higher-level ones. (p. 446)

7. **Glucose**, or blood sugar, is the major source of energy for the body's tissues. Elevating the level of glucose in the body will reduce hunger. (p. 449)

8. **Set point** is an individual's regulated weight level, which is maintained by adjusting food intake and energy output. (p. 451)

9. **Basal metabolic rate** is the body's base rate of energy expenditure when resting. (p. 451)

10. **Anorexia nervosa** is an eating disorder, most common in adolescent females, in which a person restricts food intake to become significantly underweight and yet, still feeling fat, continues to starve. (p. 453)

11. **Bulimia nervosa** is an eating disorder characterized by episodes of overeating, usually of high-calorie foods, followed by vomiting, laxative use, fasting, or excessive exercise. (p. 453)

12. **The binge-eating disorder** is characterized by episodes of overeating, followed by remorse, but not by purging, fasting, or excessive exercise. (p. 453)

13. **The sexual response cycle** described by Masters and Johnson consists of four stages of bodily reaction: excitement, plateau, orgasm, and resolution. (p. 465)

14. **The refractory period** is a resting period after orgasm, during which a male cannot be aroused to another orgasm. (p. 466)

15. **A sexual disorder** is a problem—such as erectile dysfunction, premature ejaculation, and orgasmic dysfunction—that consistently impairs sexual arousal or functioning. (p. 466)

16. **Estrogens** are sex hormones, such as estradiol, secreted in greater amounts by females than by males. In mammals other than humans, estrogen levels peak during ovulation and trigger sexual receptivity. (p. 466)

17. **Testosterone** is a sex hormone secreted in greater amounts by males than by females. In males, higher testosterone levels stimulate the prenatal growth of the male sex organs and the development of the male sex characteristics during puberty. (p. 466)

18. **Sexual orientation** refers to a person's enduring attraction to members of either the same or the opposite gender. (p. 471)

19. **Flow** is a completely involved, focused state of consciousness on a task that optimally engages a person's skills, often accompanied by a diminished awareness of self and time. (p. 482)

20. **Industrial-organizational (I/O) psychology** is a profession that applies psychological principles to optimizing human behavior in workplaces. (p. 482)

21. **Personnel psychology** is a subfield of I/O psychology that applies psychological methods and principles to the selection and evaluation of workers. (p. 482)

22. **Organizational psychology** is a subfield of I/O psychology that explores how work environments and management styles affect worker motivation, satisfaction, and productivity. (p. 482)

23. **A structured interview** is one in which an interviewer asks the same job-relevant questions of all interviewees, who are then rated on established evaluation scales. (p. 485)

24. **Achievement motivation** is a desire for significant accomplishment; for mastery of things, people, or ideas; and for attaining a high standard. (p. 487)

25. **Task leadership** is goal-oriented leadership that sets standards, organizes work, and focuses attention on goals. (p. 491)

26. **Social leadership** is group-oriented leadership that builds teamwork, mediates conflict, and offers support. (p. 492)