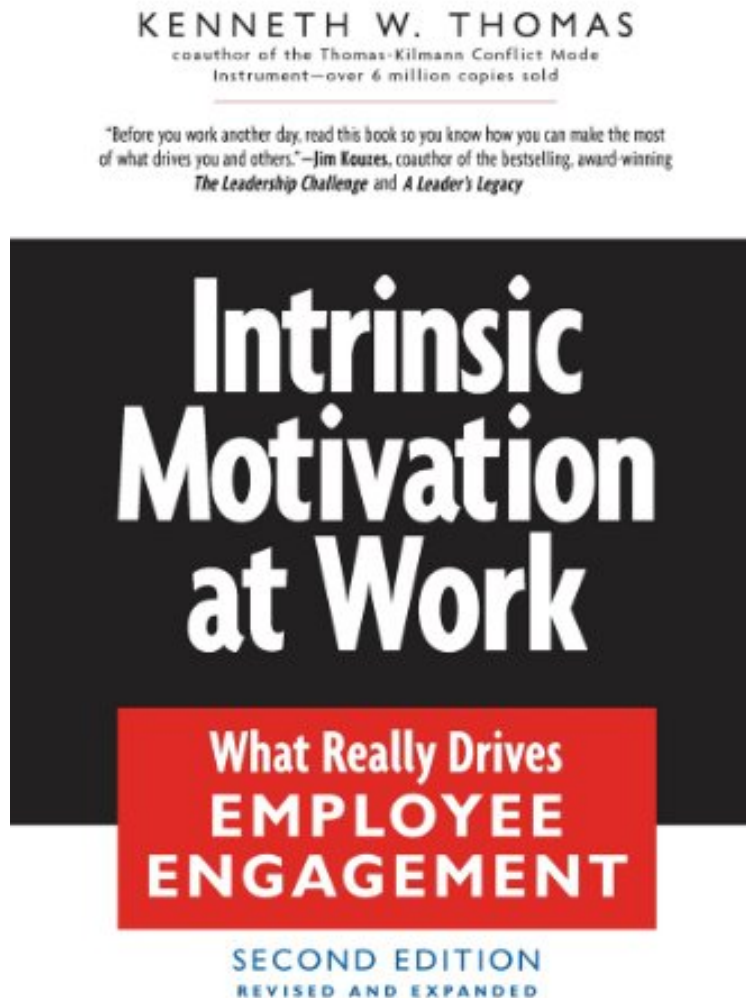


# Intrinsic Motivation at Work: What Really Drives Employee Engagement

*Kenneth W. Thomas*

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**Kenneth W. Thomas : Intrinsic Motivation at Work: What Really Drives Employee Engagement** before purchasing it in order to gage whether or not it would be worth my time, and all praised Intrinsic Motivation at Work: What Really Drives Employee Engagement:

2 of 2 people found the following review helpful. A New Way to Look at WorkBy Matt KmetyThis book makes you look at work in a whole new way. Before starting this book, I thought that employees were mainly motivated by they pay (extrinsic rewards). However, further reading made me look at how people view their work in a whole different

light. Intrinsic rewards are the fundamental building block to keeping employees engaged in their work. I can say that it motivates me much more than extrinsic rewards. The book gives you a way to evaluate yourself and others on how engaged you are with the work that you do. I highly recommend this book to any employee or manager who is looking for a way to kick start the way they work and manage. 2 of 2 people found the following review helpful. This Book is a Game Changer By Russell G Davis As a scholar in the field of organizational psychology I found this book to be grounded not only in theory but is probably the best most significant book about Employee Engagement on the market. Dr. Thomas did an outstanding job dialing in the real issues around engagement. Nicely done... Dr. Russ Davis 1 of 1 people found the following review helpful. An interesting read By Kristine I am not an avid reader but I read this book in a couple weeks. Very interesting, common sense, and the tables help make the material "stick". Would highly recommend this book for managers, HR professionals, and employees who are seeking ideas on helping their team succeed.

What motivates people to do their best work in any endeavor they undertake? Management theory and practice has traditionally focused on elements that Kenneth Thomas calls 'extrinsic motivators': pay, benefits, status, bonuses, commissions, pension plans, expense budgets, and the like. While these are powerful motivators, particularly in command/control job situations where workers have little or no say in how the job is managed, by themselves they are no longer enough. In today's organizations, where managers expect workers and teams to self-manage their work, intrinsic rewards are essential. This breakthrough book provides the first comprehensive treatment of intrinsic motivation in the workplace—the psychological rewards workers get directly from the work itself—offering clear advice on how companies can harness its tremendous power to develop a more committed, self-managing workforce. Written in an engaging, accessible style and grounded in solid academic research, the book provides a diagnostic framework for addressing problems of intrinsic motivation and essential ways to build it.

From the Publisher Praise from the Publisher "Solidly grounded in research and theory, *Intrinsic Motivation at Work* allows readers to view the problem of motivation in a different light and provides many practical, easy-to-implement techniques to engage and retain employees—techniques that do not depend upon additional expenditures of money." -- Steven Kerr, Senior Advisor, Goldman Sachs; former Chief Learning Officer, G.E.; and author of *Reward Systems* "This second edition elegantly captures the essence of engagement and how leaders can create and sustain it. Valuable reading for anyone wishing to create or lead a 21st century organization." -- David W. Jamieson, PhD, President, Jamieson Consulting Group; Past President, American Society for Training Development, and coauthor of *Managing Workforce 2000* "Ken Thomas continues to contribute to our understanding of the mystery of employee engagement. He provides leaders with a roadmap that will not only guide them in working with their talented teams, but also help them understand their own motivation." -- Beverly Kaye, founder and CEO, Career Systems International, and coauthor of *Love 'Em or Lose 'Em and Love It, Don't Leave It* About the Author Ken Thomas earned his doctorate degree at Purdue University and has been a Research Fellow, Harvard Business School followed by professorships at Graduate School of Management, UCLA; School of Business Administration, Temple University; Graduate School of Business, University of Pittsburgh. Currently he is Professor Emeritus, Naval Postgraduate School of Business and Public Policy, Monterey, CA.