

Chapter 12 Review Guide

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MOTIVATIONAL CONCEPTS

Motivation: a need or desire that energizes and directs behavior.

Instinct: a complex behavior that is rigidly patterned throughout a species and is unlearned (e.g., imprinting in birds or the return of salmon to their birthplace to spawn). Reflexes in human infants are too simple to be considered instincts.

Drive-Reduction Theory: the idea that a physiological NEED creates an aroused state of tension (DRIVE) that motivates an organism to satisfy that need.

NEED (for food or water)=DRIVE (hunger or thirst)=DRIVE-REDUCING BEHAVIORS (eating or drinking).

Drive-Reduction Theory is based on the concept of *Homeostasis*.

Homeostasis: a tendency to maintain a balanced or constant internal state; the regulation of any aspect of body chemistry, such as blood glucose, around a particular level.

Arousal Theory: rather than reducing a physiological need or tension state, some motivated behaviors increase arousal. Curiosity-driven behaviors, for example, suggest that too little as well as too much stimulation can motivate people to seek an optimum level of arousal.

Incentive Theory: Theory that even if a need or drive is not originally present, positive or negative environmental stimuli may motivate behavior (e.g., after finishing a big meal, and feeling totally satisfied, we may become hungry again if we see or smell a delicious dessert).

Hierarchy of Needs: Maslow's pyramid of human needs, beginning at the base with physiological needs that must first be satisfied before higher-level needs become active.

HUNGER

Glucose: the form of sugar that circulates in the blood and provides the major source of energy for body tissues. When blood glucose levels are low, we feel hungry.

Sexual Orientation: an enduring sexual attraction toward members of either one's own sex (homosexual orientation) or the other sex (heterosexual orientation).

Biological Correlates of Homosexuality

Brain differences:

Orexin: When blood-glucose is low, the lateral hypothalamus releases orexin, which makes us even more hungry.

Lateral Hypothalamus: the "hunger center" of the brain. When blood glucose is low, the lateral hypothalamus kicks on, releases orexin and we feel hungry.

Ventromedial Hypothalamus: the "satiety center" of the brain. When blood glucose is high (after we have eaten), the ventromedial hypothalamus kicks in and we no longer feel hungry.

Insulin: Substance released from the pancreas. When blood glucose rises, insulin is released to allow the glucose to move from the blood to the tissues of the body.

Set Point: the point at which an individual's "weight thermostat" is supposedly set. When the body falls below this weight, an increase in hunger and a lowered metabolic rate may act to restore the lost weight.

Basal Metabolic Rate: the body's resting rate of energy expenditure.

Eating Disorders

Anorexia Nervosa: an eating disorder in which a normal-weight person (usually an adolescent female) diets and becomes significantly underweight (15% or more), yet, still feeling fat, continues to diet.

Bulimia Nervosa: an eating disorder characterized by episodes of overeating, usually of high-calorie foods, followed by vomiting, laxative use, fasting, or excessive exercise. These individuals are not typically underweight.

SEXUAL MOTIVATION

Sexual Response Cycle: the four stages of sexual responding described by Masters and Johnson--excitement, plateau, orgasm, and resolution.

Refractory Period: a resting period after orgasm, during which a man cannot achieve another orgasm.

Sexual Disorder: a problem that consistently impairs sexual arousal or functioning. They include impotence and premature ejaculation in men and orgasmic dysfunction in women.

MOTIVATION AT WORK

Industrial/Organizational (I/O) Psychology: the application of psychological concepts and methods to optimizing human behavior in the workplace.

Personnel Psychology: a subfield of I/O

*Hypothalamic brain cluster is larger in straight men than in women and gay men.

*Corpus callosum is larger in gay men than in women or straight men.

Genetic influences:

*Shared sexual orientation is higher among identical twins than fraternal twins.

*Sexual attraction in male fruit flies can be genetically manipulated.

Prenatal hormones:

*Altered prenatal hormone exposure may lead to homosexuality in humans and other animals.

*Men with several older brothers are more likely to be gay.

Other observed gay-straight differences that may be due to biology:

*spatial abilities, fingerprint ridge counts, auditory system, handedness, occupational preferences, relative finger lengths, gender nonconformity, age of male puberty, and male body size.

THE NEED TO BELONG

Affiliation Needs: our need to feel connected and to identify with others. This boosted our ancestors' chances of survival and is therefore part of our human nature.

psychology that focuses on employee recruitment, selection, placement, training, appraisal, and development.

Organizational Psychology: a subfield of I/O psychology that examines organizational influences on worker satisfaction and productivity and facilitates organizational change.

Human Factors Psychology: a subfield of I/O psychology which explores how machines and environments can be optimally designed to fit human abilities and expectations.

ACHIEVEMENT MOTIVATION

Achievement Motivation: a desire for significant accomplishment: for mastery of things, people, or ideas; for attaining a high standard.

Intrinsic Motivation: a desire to perform a behavior for its own sake and to be effective.

Extrinsic Motivation: a desire to perform a behavior due to promised rewards or threats of punishment.

Task Leadership: goal-oriented leadership that sets standards, organizes work, and focuses attention on goals.

Social Leadership: group-oriented leadership that builds teamwork, mediates conflict, and offers support.

Theory X: assumes that workers are basically lazy, error-prone, and extrinsically motivated by money and, thus, should be directed from above.

Theory Y: assumes that, given challenges and freedom, workers are motivated to achieve self-esteem and to demonstrate their competence and creativity.