Explain how the concepts from Locke's goal setting theory can be incorporated into Vroom's expectancy theory. Vroom’s Expectancy Theory is geared toward motivation, especially in the work place. The theory states an individual will do what they can when they want to, ((Reilly, Minnick & Baack, 2011). Vroom states there are three factors involved that affect motivation; Expectancy, Instrumentality, and Valence, ((Reilly, Minnick & Baack, 2011). Expectancy is the belief that working hard will result in a desired level of task performance being achieved. Instrumentality is the belief that successful performance will be followed by rewards and other desirable outcomes. Lastly, valence assigns to the possible rewards and other work-related outcomes, ((Reilly, Minnick & Baack, 2011). All three must be present at once for motivation to exist.

Locke’s concepts of the Goal Setting Theory can be incorporated with Vroom’s theory because the four concepts of Locke’s theory is geared toward individuals specific outcomes/goals and employers can use them along with Vroom’s theory in their advantage to motivate their employees. Locke’s 4 concepts include; directing attention toward relevant activities, regulating effort by focusing on the most important actions, increasing persistence, and fostering the development and application of strategies and plans, ((Reilly, Minnick & Baack, 2011).

Explain how the concepts in Adams' equity theory can be incorporated into expectancy theory.

Adams theory speaks on input and output in the work place. Adams states five steps that explain the theory, (Reilly, Minnick & Baack, 2011). Adams theory can be incorporated into Vrooms theory by having employers remember the steps to what motivates the employees input which affects the output. The input/output ratio can affect and individuals expectancy.