

Abstract

This study investigated the effect of different incentive schemes and goal commitment to the motivation and working performance. Three groups of participants, who are different in the goal commitment and the rewards offered, were asked to do mathematics multiple choice questions. Results showed that goal commitment and implicit rewards do have a positive correlation the motivation. Expectancy theory and goal setting theory will be used to explain the effect. Moreover, the contradiction between two theories and their relationship with goal commitment will be discussed. Integration of goal setting theory and expectancy theory will also be considered. Lastly, practical suggestion to companies will be given.