

Abbreviations used in the study

- E.T. - Expectancy Theory.
- J.C.M. - Job Characteristic Model.
- J.D.S. - Job Diagnostic Survey.
- L.I.C.I. - Life Insurance Corporation of India.
- E.I.P.W.L. - East India Pharmaceutical Works Ltd.
- C.M. - Chairman.
- Z.M. - Zonal Manager.
- D.M. - Divisional Manager.
- B.M. - Branch Manager.
- P - Job Performance.
- M - Motivation
- A - Ability
- V - Valence
- E - Expectancy
- n - number of outcomes
- I - Instrumentality
- K - Job related outcomes as a result of the performance level.
- j - The performance level.
- M_e - Extrinsic motivation.
- M_i - Intrinsic motivation.
- \hat{P}_c^2 - Cross - Validated squared multiple correlation
- N - Number of observation
- R^2 - Squared sample correlation, and
- P - Number of predictor variable

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