



# Intrinsic Motivation at Work: What Really Drives Employee Engagement

*Kenneth W Thomas*

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Intrinsic Motivation at Work marks a major advance on the topic of work motivation -- one based on an understanding of the changing requirements of today's workplace and the limitations of older motivational models. Written in an engaging, accessible style, yet grounded in solid academic research, the book is divided into three parts. Part One assesses older models of work motivation and why they need an overhaul. Part Two explains the nature of the "new work" and the importance of reintroducing a feeling of purpose and self-management. Part Three presents in depth the four intrinsic rewards that make work energizing and compelling -- a sense of meaningfulness, a sense of choice, a sense of competence or quality, and a sense of progress -- and how to create them.

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