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the workplace while content theory focuses on the specific factors that motivate individuals process theory delves into the cognitive processes behind decision making over the years there have been a number of process theories in the academic literature but seldom has anyone reviewed them systematically or in an integrated way process theories have appeared in organization theory strategic management operations management group dynamics and studies of managerial behavior psychological theories are fact based ideas that describe a phenomenon of human behavior these theories are based on a hypothesis which is backed by evidence thus the two key components of a psychological theory are it must describe a behavior it must make predictions about future behaviors what are theories the terms theory and model have been defined in numerous ways and there are at least as many ideas on how theories and models relate to each other bailer jones 2009 i understand theories as bodies of knowledge that are broad in scope and aim to explain robust phenomena process theories attempt to explain the thought processes of individuals who demonstrate motivated behavior under this category we will review equity theory expectancy theory and reinforcement theory equity theory imagine that you are paid 10 an hour working as an office assistant you have held this job for 6 months learn how scientific theories are built and revised uses the theory of evolution through natural selection to show the process of testing expanding and refining ideas learning theory mastering computer

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any of the proposals put forth to explain changes in behaviour produced by practice as opposed to other factors e g physiological development a common goal in defining any psychological concept is a statement that corresponds to common usage acceptance of that aim however the behaviorist perspective proposes two main processes whereby people learn from their environment namely classical conditioning and operant conditioning classical conditioning involves learning by association and operant conditioning involves learning from the consequences of behavior learning theories describe the conditions and processes through which learning occurs providing teachers with models to develop instruction sessions that lead to better learning the psychodynamic approach in psychology emphasizes unconscious processes and unresolved past conflicts as influences on behavior rooted in freud s theories it explores the interplay of drives desires and defense mechanisms in shaping personality and behavior key takeaways abstract this article presents a set of change management strategies found across several models and frameworks and identifies how frequently change management practitioners implement these strategies in practice we searched the literature to identify 15 common strategies found in 16 different change management models and frameworks there are five basic types of learning theory behaviorist cognitive constructivist social and experiential this section provides a brief introduction to each type of learning theory learning theories mastering computer

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