**Lack of Motivation in *Office Space***

**Motivation, needs, Maslow’s hierarchy, expectancy theory, incentives**

Description: This clip from the movie Office Space shows Peter being interviewed by consultants on what a typical work week looks like. Peter responds honestly, saying that poor management and lack of motivation has led to an environment where employees do just enough work to not get fired. He further explains problems he has with eight different bosses and how he probably only does about 15 minutes of meaningful work in a given week. The consultants ask Peter if an incentive would somehow change this lack of motivation.

Please share your thoughts on the following issues as you watch a clip from *Office Space*. This clip shows Peter being interviewed by consultants on what a typical work week looks like. Peter responds honestly, saying that poor management and lack of motivation has led to an environment where employees do just enough work not to get fired. *Use with:* <https://www.youtube.com/watch?v=cgg9byUy-V4>

1. Describe employee morale at Initech. How is this affecting productivity?
2. What type of approach to motivation is Initech taking?
3. According to Maslow’s hierarchy of needs, what employee needs are not being met at Initech?
4. Would you say that Peter has a high need for achievement? Why or why not?
5. How does expectancy theory account for Peter’s actions (or lack thereof)?
6. How does having eight different bosses affect Peter’s motivation?
7. What do the consultants recommend to incentivize employees? Do you think this solution would work toward fixing the problem at Initech?