

A TWO-FACTOR MODEL OF ACHIEVEMENT MOTIVATION

PAUL STORY

College of William and Mary, VA, USA

MARK F. STASSON

Metropolitan State University, MN, USA

JOHN M. MAHONEY

Virginia Commonwealth University, VA, USA

JASON W. HART

Christopher Newport University, VA, USA

Cassidy and Lynn (1989) synthesized an achievement motivation measure based on earlier scales. Their final measure assessed seven facets of motivation: Acquisitiveness for material wealth, Dominance, Competitiveness, Status Aspiration, Pursuit of Excellence, Work Ethic, and Mastery. Others (e.g., Sansone & Harackiewicz, 2000) have found that people are driven by two general motivational forces: *intrinsic motivation* is performing an activity for the pleasure inherent in the activity, whereas *extrinsic motivation* is driven by external factors. We hypothesized that Cassidy and Lynn's seven measures would cluster around intrinsic and extrinsic motivation.

Cassidy and Lynn's scale was completed by 327 students, with responses coded into their seven motivation measures. A factor analysis with varimax rotation showed a clear two-factor solution (variance explained, 58%). As expected, the status aspiration, dominance, competitiveness, and acquisitiveness measures loaded together on factor one, which was labeled *extrinsic motivation*.

Paul Story, College of William and Mary, Williamsburg, VA, USA; Mark F. Stasson, Metropolitan State University, St Paul, MN, USA; John M. Mahoney, Virginia Commonwealth University, Richmond, VA, USA; Jason W. Hart, Christopher Newport University, Newport News, VA, USA.

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Please address correspondence and reprint requests to: Mark Stasson, Metropolitan State University, 700 E. Seventh St., St. Paul, MN 55106, USA. Phone: +1-651-999-5830; Fax: +1-651-999-5822; Email: mark.stasson@metrostate.edu

Similarly, mastery, work ethic, and excellence loaded only on the second factor, labeled *intrinsic motivation*.

The specific facets of achievement motivation fit within a broader model of two meta-factors, intrinsic and extrinsic achievement motivation. It is important to recognize these broad categories of motivations, while also acknowledging that more specific facets may be important in particular applications.

Keywords: achievement motivation, intrinsic motivation, extrinsic motivation.

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