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| Achievement Goals  | [Achievement Goal Theory: Definition and Examples (2025)](https://helpfulprofessor.com/achievement-goal-theory/)**Explanation 🙂****(Important points)**Achievement Goal Theory explains that a person’s motivation to achieve a goal depends on their goal orientation, which can be mastery or performance-based. Mastery goals focus on self-improvement and learning, while performance goals aim for external rewards like grades or recognition. These goals can be divided into four types: mastery-approach, mastery-avoidance, performance-approach, and performance-avoidance. The mastery approach is driven by a love of learning and personal growth, while mastery avoidance is motivated by the fear of not learning enough. Performance-approach goals focus on outperforming others for rewards, while performance-avoidance goals are driven by fear of failure or embarrassment. People with a growth mindset often lean toward approach goals, while those with a fixed mindset may avoid challenges. Institutions also play a role in shaping goals through their goal structures—schools or workplaces that value growth tend to promote mastery goals, while those focused on outcomes encourage performance goals. Understanding this theory helps us reflect on how we set goals and how different environments influence our motivation. | Harwood, C., & Thrower, S. (2020). *Achievement Goal Theory - an overview | ScienceDirect Topics*. Www.sciencedirect.com. <https://www.sciencedirect.com/topics/psychology/achievement-goal-theory>‌ | *Achievement Goal Theory*. (n.d.). Www.youtube.com. Retrieved October 20, 2023, from <https://www.youtube.com/watch?v=Y6Pi1JLn3EQ>‌ |
| Decision-Making  | [Decision Making Theory: Process, Models and Stages](https://www.sociologygroup.com/decision-making-theory-process-models-and-stages/#google_vignette)**Explanation 🙂****(Important points)** Decision-Making Theory, introduced by Herbert A. Simon in 1948, explains how decisions are made in organizations through two main steps: making the decision and implementing it. Simon believed good, timely decisions are crucial for an organization’s success. The process includes recognizing a problem, gathering information, exploring alternatives, and choosing the best option. Decision-making often involves compromise and should be a collective process that includes diverse perspectives. There are four main models of decision-making: the Rational Actor Model (focused on logic and maximum benefit), the Incremental Model (allows for flexible and minor changes), the Bureaucratic Organization Model (influenced by long-standing values and roles), and the Belief System Model (guided by deep-rooted beliefs and ideologies). The four decision-making stages are policy initiation, formulation, implementation, and evaluation. While the theory values rationality, critics point out that perfect rationality is hard to achieve due to bias, lack of complete information, and social influences. Despite its flaws, the theory highlights how thoughtful decision-making is essential for effective governance and organizational management. | Morelli, M., Casagrande, M., & Forte, G. (2021). Decision Making: a Theoretical Review. *Integrative Psychological and Behavioral Science*, *56*(1). https://doi.org/10.1007/s12124-021-09669-x‌ | *Simon’s Decision Making Theory Explained*. (n.d.). Www.youtube.com. <https://www.youtube.com/watch?v=q0-D8NRG7L4> |