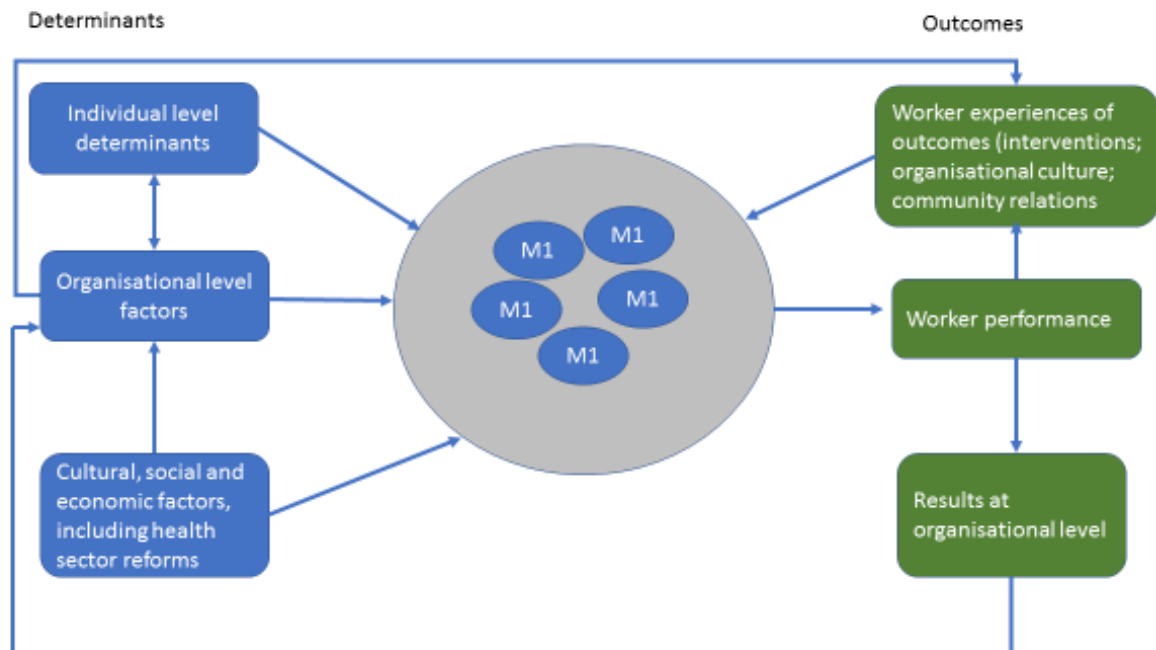


## Figures

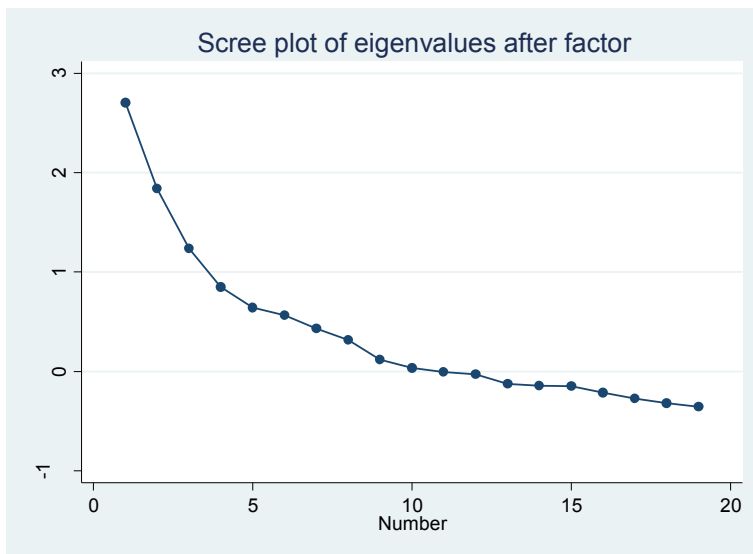
Figure 1: Conceptualising Motivation



Note to Figure: This figure is adapted from the that in Franco et al. 2002, to convey the determinants and outcomes of motivation and the dimensions of motivation within a multi-dimensional framework.

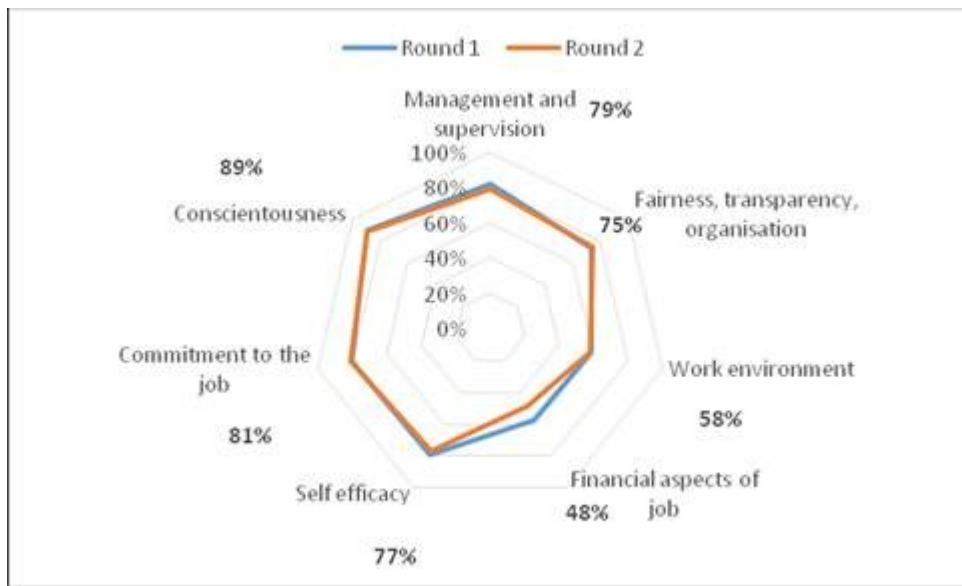
M1 – M5 are factors, which represent different dimensions of motivation. This has been clarified within a footnote. Within self-determination theory, these could be the following: M1 – motivation factor 1 (for example, integrated motivation), M2 – motivation factor 2 (for example, identified motivation), M3 – motivation factor 3 (for example, introjected motivation), M4 – motivation factor 4 (for example, external regulation), and M5 – motivation factor 5 (amotivation) (Tremblay et al. 2009).

Figure 2 Scree plot for survey data collected in Tanzania



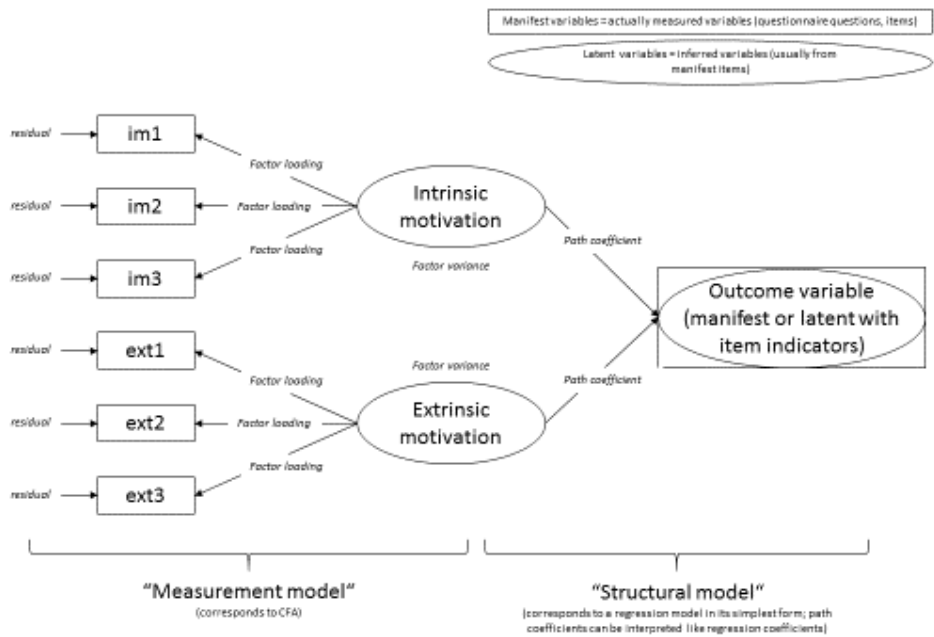
Note to Figure: based on visual inspection alone, 5 factors appear to be the turning point after which the plot levels off (though it does so again at 8). However, using the Kaiser criterion (retaining factors with an eigen value of 1 or more), 3 factors would be retained.

Figure 3: Spider diagram showing changes in composite scores over time



Note to Figure: In Tanzania, management and supervision, the work environment, financial aspects of the job, and intrinsic factors (commitment, conscientiousness and self-efficacy) were identified as potential dimensions of motivation.

Figure 4: Illustration of the use of structural equation models for confirmatory factor analysis and the analyse of motivation determinants



Tremblay MA, Blanchard CM, Taylor S, Pelletie LG. 2009. Work Extrinsic and Intrinsic Motivation Scale: Its Value for Organizational Psychology Research. *Canadian Journal of Behavioural Science*, **41**: 213-226.