

Self Determination Theory (SDT): A Review on SDT as a Complementary Theory of Motivation

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Self-Determination theory is a comprehensive theory of motivation of human behavior supporting that humans are naturally growth oriented and seek out relationships, connections and challenges that aid humanistic growth and develop their authentic self. This paper discusses the Self Determination Theory (SDT) as a theory of motivation to enlighten the understanding of organizational researchers and practitioners to complement the application of traditional motivation theories. SDT provides a useful conceptual tool for motivating people from extrinsic motivation to intrinsic autonomous motivation. The extensive literature review on motivation from the SDT perspective was carried out in this study which yielded a significant new understanding of work motivation, and it further suggests opportunities to utilize the theory for research on work-related phenomena. Furthermore, the review provides insight in to how fulfillment of autonomy, competence and relatedness result in self-regulated human motivation. The Implications of the study and suggestions for further research are presented.

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