

## SUMMARY

Due to developments and changes into the social and economical situations in human life, organizations becomes sensitive and contains so many human resources. Making this resources motivated and satisfied, becomes more eligible for victory of the organizations.

It's seen clearly that, one of the way of increasing productivity is to use and manage human resources cleverly and well. Motivation is extremely important to reached higher conditions in productivity and to tend human resources on the objective of organization. Administrators have the highest responsibilities in the organizations. While they were doing this, human resources must be motivated. There is most of researches have emphassized either situational or dispositional variables as determinants of motivation. To realize this vision, scientist had found some ways of making human resources being motivated. This way called "Motivation Theories".

This study contains three sections. In the first section, the relationship between association culture notion and other notion was analyzed. In the second section, definition of motivaton and related concept theories and factors effecting motivation being clarified. The relationship between behavior and job satisfaction was analyzed on the basis of motivation theories, and the implications of the findings for theories of job satisfaction were also examined.

In the second part, an inquirie in the educating organization was held. In this inquirie, there is an explânation according to Herzberg's Motivation Theory on the human resources in organization, expectancies, hopes and willings was clarified and analyzed.