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Dr. Phillips was also the founding co-editor of the Organizational Behavior/Human Resource Management series for Business Expert Press. She has taught classroom and hybrid classroom/online courses in strategic human resource management, organizational behavior, staffing, and teams and leadership in the United States, Iceland and Singapore.

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The relationship can be stated as follows, P=F (M, A and E) P –Performance M= Motivation A= Ability E= Environment (Moorhead & Griffin, 2000) The Motivational Framework Current thinking on motivation rests on the concepts of need deficiencies and goal-directed behaviors. The starting point in the motivational process is a need.