

Self-determination theory (SDT)

SDT defines three basic psychological needs on which autonomous motivation is dependent: **competence, autonomy or self-determination, and relatedness or belongingness** (Deci et al., 2017).

According to SDT, these basic needs are innate, psychological **requirements for ongoing psychological growth, integrity, and well-being**. Workplaces supporting the satisfaction of these needs do not only facilitate autonomous motivation amongst their employees but also enhance their work performance and well-being (Deci and Ryan, 2000).

competence	autonomy	relatedness or belongingness