

Example of essay on google employees

[Business](#), [Management](#)



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All the problems that are Google is facing within the organization can be addressed through two motivational theories; one being the Herzberg's Motivation-Hygiene Theory and the other being Maslow's Hierarchy of Needs theory.

Herzberg's Motivation-Hygiene Theory

Frederick Herzberg conducted studies to identify the factors which caused and hindered the satisfaction in the employees in the work environment. This study was performed so that the levels of motivation and the attitudes of employees could be better understood. Factors that led to satisfaction at work included: recognition, achievement, growth, responsibility, work, and advancement. The factors which led to dissatisfaction included supervision, work conditions, salary, and relation with boss and peers, and company policy (Richard). Herzberg identified that the feelings of satisfaction and dissatisfaction depend on different factors so they are not the opposite of each other. So, absence of satisfaction is not dissatisfaction; rather it is no satisfaction.

The management must make sure to provide employees with challenging job opportunities so that they can work at their full potential. Further, the

employees who tend to demonstrate increasing capabilities should be given recognition and rewarded with increased responsibility to demonstrate trust. The management must make sure that in any situation where the full abilities of the employee are not being utilized, the employee must be replaced with someone with lower skills because insufficient utilization of capabilities might result in motivational issues (Dartey-Baah and Amoako 1--8).

Maslow's Hierarchy of Needs

Abraham Maslow proposed a theory in 1943 in his paper A Theory of Human Motivation; he included the innate curiosity of humans in this idea but the major focus of his theory has been the various growth stages for humans. For his study, he chose to study the extraordinary people like Albert Einstein, Eleanor Roosevelt and Frederick Douglas stating that “ the study of crippled, stunted, immature and unhealthy specimens can yield only a cripple psychology and a cripple philosophy” (Taormina and Gao 155-177). By choosing the healthiest of the student population, he developed the healthiest philosophy.

First need is the physiological need—these refer to the essential requirements for the survival of a human; until and unless these are not met, the functionality of the body is not possible. This includes air, water, food, shelter, clothing and other necessary requirements. Once met, then comes the safety needs; these include financial security, personal security, health and well-being of the individual against all the accidents or illnesses which could have adverse impacts (Simons and Irwin et al. 2009). The individuals' needs move up the hierarchy to belonging and love needs; this refers to

having a family, intimate relations and social relations like friendship specifically at the workplace. The fourth level is need for self-esteem; everyone wants to be respected and valued by others. Individuals want to gain recognition and to feel accepted and valued at work. When all these needs have been fulfilled, then the last level of needs occur that is self-actualization; this level is where a person wants to become more and more of what one already is (Poston 348). It means to achieve the full potential and to become everything one is capable of.

Works cited

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