

Discussion- ch9

Business



Lecturer Maslow's Hierarchy of Needs Maslow's hierarchy of needs is among the theories of motivation. The other employee motivation theories involve; equity theory, expectancy theory, Herzberg's two factor theory, McGregor's theory x and theory y, theory z, and variations on theory z. the motivation theories explain the processes involved in staff motivation. Motivation is illustrated as the inner force, which directs the behavior of an individual towards achieving a desired goal. The goal illustrates satisfaction levels of the need. The motivation process is illustrated in the following diagram.

Motivation process begins with the identification of desired need. The employee, through the support of the management, engages in appropriate actions that are directing towards achieving the desired need. Realizing the need results into feelings of satisfaction and achievement hence motivation (Farrell, Geoffrey & Linda 27).

The theory was formulated by Abraham Maslow in the 1943 academic paper titled A Theory of Human Motivation. The theory is illustrated in a pyramidal hierarchy model. The theory is greatly applied in employee relations and management. The physiological needs are the most important, because they ensure human survival. They include; water, clothing, food, and also shelter (Farrell, Geoffrey & Linda 21). Employees work so that they can get financial resources that will be used to achieve the physiological needs. Many employers provide housing allowance to the employees, to enable them get appropriate shelter. The security needs protect individuals from economic and also physical harm. At the workplace, economic stability is provided in form of job security and also pension plans. Employees value jobs which are stable and predication, due to the reliable remuneration. Also employers, who have an effective retirement pension plan, are favored by both current <https://assignbuster.com/discussion-ch9/>

and potential employees. The employees will also work properly if their physical security has been adequately met.

The social needs include companionship and love. Employees desire approval and also acceptance by other individuals. Employees need to engage each other at the workplace, through teams, so as to realize work goals together. This shows companionship at the workplace. The employees also have families; therefore, the family members provide adequate companionship and also a sense of belonging to the staff members. Esteem needs illustrates the desire for respect. At the workplace, the managers should respect the opinions of the employees, so as to enhance work productivity. Self actualization need is the most superior. The need increases the desire to be the best; for instance, to be the best trade unionist at the workplace. the pyramid is illustrated below.

Discussions Reply

I completely agree with Shu Su, that an effective leader or manager must understand how to motivate the staff members. The motivation levels of the employees are very diverse, and unique to individual employees. The most effective approach of understanding motivation is the Maslow's hierarchy of needs. Understanding the individual needs of the employees enable leaders and managers to adopt the most effective motivation measure.

I entirely agree with Jeannie Thai that the Maslow's hierarchy of needs is the most appropriate in understanding the needs of individuals, specifically the employees. Understanding the individual employee motivation level is very important in ensuring the performance success of both employees and the organization. This is because adequate motivation level is important in enhancing individual and organizational productivity.

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Work Cited

Farrell, O., Geoffrey, H. & Linda, F. Business: A Changing World. The McGraw Hill Companies. 2014. Print.