

Maslows hierarchy of needs

Sociology



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Lecturer Health Administration Maslow's theory of personality is based on a theory of human motivation, characterized by a hierarchy of needs. It is a description of a particular type of maximally healthy personality, called "self-actualization," which is supposed to emerge when all these needs are satisfied. Most of the organizations aim at reaching the topmost hierarchical level of self-actualization. The illustration below shows the Maslow's hierarchy of needs ((Miller and McBrewster 26).

The management needs to undertake strategic measures that will ensure self-actualization is met at the workplace. The lowest level of the hierarchy, physiological needs, should be the first to be met by an individual. An organization should ensure that employees have access to adequate shelter, food, and clothing. When the physiological needs have been adequately satisfied, the safety of individuals will be the next on the priorities. In the case where an individual is residing within the organization's premises, the management should ensure that they are secure, both financial and physically. Financial security will imply management undertaking strategic measures to ensure they invest in activities that will secure their future financial obligations (Miller and McBrewster 86).

The need for belonging is an interpersonal need. Individuals need to be loved and have a cordial relationship with their families and friends. The organization should provide their employees time to intermingle with their family members. Human beings need to feel a sense of acceptance and belonging in society. The fourth need is self-esteem.