

Theories on motivation in human resource management

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



Theories on Motivation in human resource management

Motivation is the driving force that inspires every individual to accomplish their targeted goals. However, the actual factors that motivate people are still uncertain. According to Abraham Maslow's (1943) hierarchy of needs theory, human beings are motivated by their unsatisfied needs. The theory suggests that the fundamental needs or physiological needs (safety, love and esteem) must be satisfied before moving to advanced stage needs. A satisfied need no longer motivates the individual unless the next higher need takes its place.

Although this theory had been applied in US organizations and later exported to other regions of the world, it has lost its significance in the current global business environment. The theory is founded on mere assumptions rather than relevant facts or research. It is absurd to think that individuals would carry on moving toward growth and finally attain 'self actualization'. If this theory can be relied, for ample workforce motivation the management has to identify the active needs of each employee. The theory flaws in the practical side as it is impossible to categorize employees based on their physiological and psychological requirements. The weakness of the theory is more prevalent in the case of multinational companies (MNCs) which are having the features of virtual organizations with broad pool of human capital. The strong aspect of the theory is that for the first time it integrated psychology with human resource management.

Below are the two key points I would take away from this chapter.

1. Verbal rewards increase intrinsic motivation, whereas tangible rewards undermine it.

2. To promote fairness in the workplace, managers should consider openly sharing information on how allocation decisions are made.