Written Report- Social Theories

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Maslow's Hierarchy of needs theory consists of five basic needs which are arranged in a hierarchy. The hierarchy of needs includes psychological needs, safety needs, belonging/ love needs, esteem needs and self-actualization needs (Gawel, 1997). A manager is the one who is responsible for the outcomes of the organization. According to the self-actualization needs the most important thing for a manager is to face challenges in the workplace and overcome workplace challenges to achieve the goals of the organization (Gawel, 1997). As a manager, there are a lot of challenges one has to face in the organization. The most important thing at that time is to show a positive self-image as a manager and sort out the solutions for the challenges they face in the FIU.

A manager has to go through a lot in an organization like FIU. A manager has to be cooperative with the staff and always has to act patiently in every situation. In an organization like FIU, a manager has to analyze the environmental issues and is responsible for creating a safe working environment for the employees. A manager has to create policies for the employees who are not only in favor of the organization but also in favor of the employees. There are many issues for the manager when they take charge of any organization. They have to create a stable environment and fulfill the needs of the employees. The biggest challenge for a manager in an organization like FIU is to create a working environment which benefits both the needs of organization and employees. A manager also has to solve the salary issues of the employees and make sure that the salary is transferred to all the employees on time.

 A caring leader is the one who gives assistance to his employees and promotes the interest of employees. It is really important to encourage those who respect the ideas of managers and who reports managers as a caring leader. A manager should encourage his/her employees by giving them extra rewards and giving them promotions for their trust in their leader. Social cognitive theory is the best for the organization as it not only helps in creating an environment which has an influence on both employees and managers but also allows managers to make complex managerial decisions. According to this theory, a managers ability to managing the organization affects their organization attainments strongly. As the managers spend time in the organization and get further experience it automatically increase the performance of the manager and the organization as well (Wood & Bandura, 1989).

It is important for the manager to motivate his/her employees. There are many ways to motivate employees. However, the best way to motivate your employees is to give them incentives and try to understand the needs of the employees. The most important thing for a manager is to treat his/her employees with respect. Employees should be given rewards on performing well to increase their motivation towards work. It is important for the manager to let his/her employees work freely so that they don’t feel any pressure while doing work and will not affect their performance. A manager should allow their employees to share their concerns and employees should be given a right to express their opinion about different things in an organization openly. The most important thing for a manager to become successful and motivate his employees is to be fair with everyone and don't show them bossy behavior to them. A manager should give employees incentives like bonuses, free meals, free gyms, an extra paid day off in a month, offer equity, etc.

**References**

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