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Theories of Motivation

The subject of motivation has been a topic of research since early times. The reason for this is that Human Resource is the most important component of any organization. It has been realized that understanding factors that keep human resources satisfied is very important for the long-term success of business. There have been many theories that aim to explore the complexity of human mind and its driving factors. All these theories identify different factors that result in increased motivation of humans. Maslow presented a hierarchy that has documented the needs of human beings classified in different levels. Maslow’s Hierarchy of Needs has different levels. The needs at first level are the requirements of human being without which survival is not possible. These needs include need for food, need for water, need for breathing, etc. The second level is the need for security, need for shelter, safety of family, along with other security needs. The third level is the need for love and social relations. These are the needs for maintaining friendships, love relations, human interactions, etc. The fourth level is the need for being respected in the society by others and the need for self-respect. The fifth level is the need for self-actualization. Maslow says that people act in a step by step manner. When the need at first level is fulfilled, humans work towards fulfilling needs at the second level. According to him, these needs are the motivational factors for people. In my view, this is an effective theory because people do behave in this way. For example, people will work hard to get food. Once that need is fulfilled, they will work towards getting shelter for themselves and their families. This theory is still widely used because it is considered to be accurate as it has identified different needs correctly.