Your Name

Instructor Name

Course Number

Date

Maslow’s Hierarchy of needs

Maslow’s hierarchy of needs theory is the most interesting theory in my opinion because this theory is helpful to both employers and employees at the same time. Identification of employee needs and satisfying these needs form a very important part of effective management. There are scenarios where higher turnover in organizations have evolved due to negligence of employee needs. Satisfying the deficiency needs is the minimum aim of employers to retain employees with them and keep them motivated as well.

The theory details the needs of employees which will help them be more motivate in a workplace. On the other hand, it describes how employers can motivate their employees to achieve higher organizational goals. The basic needs identified by Maslow are innate however it can be argued whether higher level needs are also that much important for all employees. Some of these needs are innate in nature but these are largely shaped by the cultural experiences (Neher). The basic needs are related to all human beings and most of them work to satisfy these basic needs. Employers have to make sure that they pay sufficient wages or salaries to their employees so that they can satisfy their basic needs. Any organization that is unable to satisfy basic needs of its employees will face high rate of employee turnover. Once basic needs are fulfilled, there are social needs that require that employees must have sufficient time to spend with their friends and families. For this purpose, employers add vacation to the package of benefits offered to employees. Employees will be stressed if they are not able to give enough time to friends and family which will also increase the leaves based on medical reasons. The social needs also identify the roles played by people in the society. Safety needs are related to job safety in terms of being fired. This is very closely related to the basic needs because a large number of people are dependent on their jobs for their basic needs. Job satisfaction in terms of chances of termination also motivates the employees to perform better as compared to their colleagues. For people not working or for children, this need means to have a safe and secure home environment. Esteem needs refer to the aspects of self-esteem meaning that the self-esteem of every person is important and it should be saved from being hurt. A prime example of this is that employees should not be insulted or questioned in front of their employees. Even of there is an issue, he or she must be talked to in private and consulted separately from other employees. Self-actualization needs refer to the fact that people in a workplace are able to perform to their fullest abilities. They are regularly trained and then assigned tasks which are higher in difficulty. This is the last level of needs and it sees an individual as a part of the universe. Employers have to work with employees in order to know which level of needs have been fulfilled for them and at what level of needs are they currently working at. Every level of needs has to be satisfied before the employee can go to the next level of needs (Poston).

I have learnt the following five things from these articles:

Maslow first ran the experiment on monkeys

Concept of deficit needs is new to me which are the unfulfilled needs of an employee and as soon as these needs are fulfilled, they cease to be a motivator for employees.

The idea of Self actualization was not originally owned by Maslow.

People like Abraham Lincoln and likes are called self-actualizers.

# **Works Cited**

Neher, Andrew. "Maslow's Theory of motivation: A critique." *Journal of Humanistic Psychology* (1991).

Poston, Bob. "http://www.ast.org/pdf/308.pdf." 2009. *http://www.ast.org.* 4 October 2019.