

# FUNDAMENTALS OF MANAGEMENT (MGT 162)

## TUTORIAL 5

### 1. Define motivation :

The forces acting upon or within a person that cause that person to expand to behave in a specific, goal-directed manner. It is a psychological process that gives purpose and direction to behavior. The management process of influencing people's behavior to behave in a way that ensures the accomplishment of some goal.

### 2. Briefly describe the Maslow's Hierarchy of Needs :

According to Maslow, individuals have various needs and try to satisfy these needs using a priority system or hierarchy. Maslow specified five (5) fundamental needs people have :-

- Physiological needs
  - ❖ Needs such as food, water, air, and shelter.
  - ❖ Needs good, comfortable working conditions such as basic wage or salary.
  - ❖ Managers who focus on physiological needs assume that people work mainly for money and are primarily concerned with comfort and their rate of pay.
- Security needs
  - ❖ Needs to have a safe physical and emotional environment.
  - ❖ Needs protection against threats or unsafe working environments such as job security and predictable work environment.
  - ❖ Managers will often emphasize rules, job security and fringe benefits.
- Affiliation needs
  - ❖ Needs for friendship, love and a feeling of belonging.
  - ❖ Needs acceptance by others such as association and communication with others and being part of the group.
  - ❖ Individuals value their work as an opportunity for finding and establishing friendly interpersonal relationships.

# Mgt 162 Fundamentals Of Management

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