**WORK AND ORGANIZATIONAL PSYCHOLOGY LESSON.**

**MASLOW’S HIERARCHY OF NEEDS IN WORKPLACE**

**What is Maslow’s Hierarchy of Needs?**

Maslow’s hierarchy of needs is a theory of psychology explaining human motivation based on the pursuit of different levels of needs. The theory states that humans are motivated to fulfill their needs in a hierarchical order. This order begins with the most basic needs before moving on to more advanced needs. The ultimate goal, according to this theory, is to reach the fifth level of the hierarchy: self-actualization.

Within each level are specific needs that allow for an individual to feel fulfilled. The hierarchy is often depicted as a pyramid to represent the need to fulfill the lower levels before an individual can move up to the next level. Without fulfillment on the level below in the hierarchy, a person cannot progress because they will lack the motivation to do so.

Maslow’s hierarchy of needs is often referenced in business classes with regard to organizational behavior and human resources.

## The 5 levels of Maslow’s Needs

1. **PHYSIOLOGICAL NEEDS:**

The physiological needs in this hierarchy refer to the most basic human needs. Employees need access to vital services and opportunities while at work to feel their most basic needs are being met. You need access to a restroom, a place to get drinking water, breaks to eat meals and snacks, and a comfortable working environment. When applied to the workplace, one of your physiological needs is also a steady income to support yourself and pay for somewhere to live, food, utilities and other essential needs.

1. **SAFETY:**

Safety is another vital need that can impact your overall satisfaction with your workplace. It is natural to worry about your own safety and the safety of your loved ones. For example, one of your priorities might be to provide a safe living space for your family, which is why you work hard to provide for that need. At work, it’s also important to feel that your physical safety is valued and prioritized.

You should feel that your resources and personal property are safe and protected. Ensuring a safe workplace may include providing ergonomic office furniture that properly supports you and reduces the risk of injury, along with securing the building to prevent potentially dangerous people from entering.

Another aspect of safety in the workplace pertains to feeling emotionally safe and supported. If you’re worried about losing your job due to layoffs or budget cuts, it is more challenging to achieve motivation to move to the next level in the hierarchy and perform at your highest level. Unsteady futures also lead to decreased morale in the workplace.

1. **LOVE AND BELONGING:**

The love and belonging level of Maslow’s hierarchy is slightly different in the workplace than it is in other areas of your life. If you don’t feel a sense of belonging, you may not feel as engaged at work or as motivated to succeed.

It’s not always easy for individuals to establish and form relationships at work. Companies that host social activities and offer more opportunities for relationship-building outside the office tend to have higher rates of employee engagement than organizations that don’t focus on these aspects of a work-life balance. When you feel like you belong and fit in within your workplace and your team, it is easier to feel motivated to work hard and achieve results.

1. **ESTEEM:**

Esteem is the belief that you are contributing to a higher goal and that the contributions you make are recognized. In the workplace, it is important to feel that you’re growing, advancing and achieving results, and that those around you recognize those results. When you have confidence in yourself and your abilities, as well as receive positive feedback and encouragement, you are more likely to succeed.

An employee’s esteem ultimately impacts their overall engagement as well. Offering regular recognition and appreciation for the tasks employees are doing can positively impact esteem, even when an employee is struggling. If feedback only comes in the form of an annual review, employee esteem may suffer.

1. **SELF-ACTUALIZATION:**

The final level of Maslow’s hierarchy of needs is self-actualization, which translates to maximizing an individual’s potential at work. A person ultimately wants to feel they are doing the best they can in their position, which helps them feel motivated to continue on their career path and succeed. A self-actualized employee feels empowered and trusted, which encourages growth and engagement.

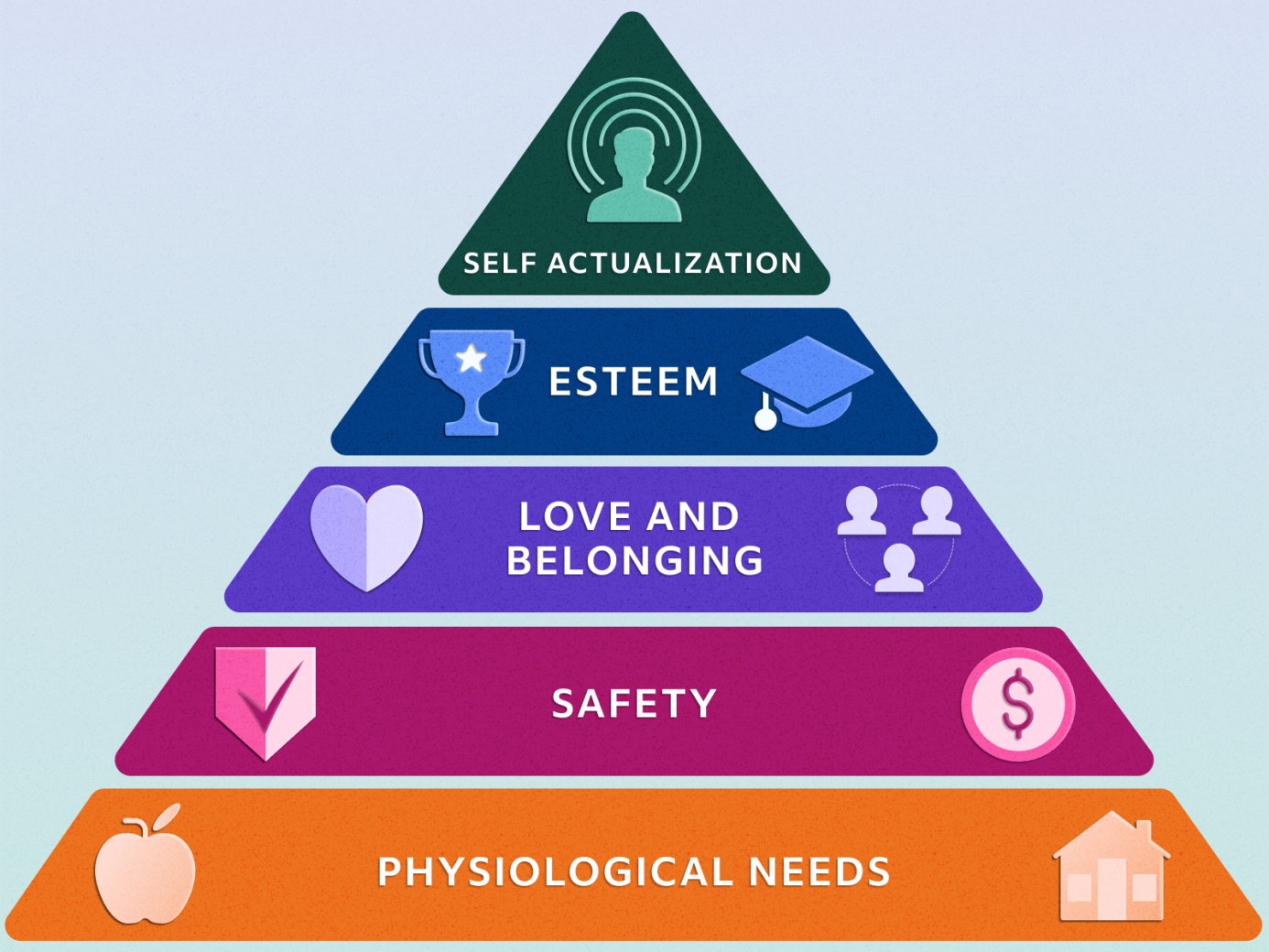
One of the keys to making sure this need is met is giving employees opportunities that allow them to succeed. Supervisors should focus on their employees’ skills and abilities, helping them look for ways to advance their careers without pushing them into roles that will not be good fits. To feel self-actualized, you should feel challenged at work but not overwhelmed or overloaded.

## Implementing Maslow’s hierarchy of needs

As you apply Maslow’s hierarchy of needs in your professional life, you may find areas that could improve. An employer can provide ways to fulfill many of these needs, but you also need to be aware of how your needs impact your overall success in certain roles. For example, if you struggle with rejection, a career in sales could make it more challenging to meet your needs.

**CONCLUSION**

Using Maslow's motivation theory in the workplace, leaders and employees can feel best prepared to succeed at work. When people feel secure, safe and socially included and that they belong in the workplace, they may feel more motivated to work efficiently or feel inspired to accomplish their professional goals.

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