



Week 3 Assignment - This is a very good informative page  
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Principles of Business Management (University of the People)



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**Week 3 Assignment**

**BUS 5113 Marketing Management – AY2022-T1**

**University of the People**

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Four Organizational Theoretical Contributions

## BUS 5113 - AY2022-T1 Organizational Behavior

How the theories have augmented our understanding of motivation: The ideas have shown several ways to motivate employees. When the employees are encouraged, their outcomes will go up, and it's the result the managers are looking for. Every theory has a level of affection for employees to how and from which ways they will motivate. Maslow's theory prefers that an body hierarchy in a company is well-motivated for the workers, or Adam's theory says when the employee receives some rewards supported their performance, they will motivate and do their best performances.

Maslow' hierarchy of wants theory: Maslow' hierarchy of would likes could be a psychological feature theory in scientific discipline that consists of a five-stage model of human wants, that is usually shown as hierarchal levels at intervals a pyramid. Bottom-up, physiological needs like food, water, warmth, and rest; safety needs such as security and safety; belongingness and love need such as intimate relationship and friends; esteem needs such as status and feeling of accomplishment; and fulfilment such as achieving one' full potential, as well as creative thinking is that the diagram of Maslow' theory. This five-stage model is split into deficiency needs and growth needs.

Deficiency needs: Lack of needs results from deprivation and is thought to motivate people when they are not satisfied. When a deficit need is 'satisfied, it goes away, and our efforts become routinely directed towards meeting the next set of requirements that we have yet to fulfill. "Individuals must first meet their lower-level deficiency needs before moving on to higher-level growth demands." (Maslow, 1943).

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Growth wishes: The want for increase stems from the choice for non-public gain, now no longer the dearth of anything. Once those increase wishes are moderately met, someone might also additionally attain the maximum splendid degree of self-actualization. Every character is succesful and wants to increase up the chain closer to self-actualization. Consequently, now no longer absolutely each person will undergo the hierarchy in a unmarried path however might also additionally trade among extraordinary forms of requirements.

Adam's Equity Theory: According to Adams' fairness principle of motivation, to be motivated, people ought to consider that the blessings they obtain for his or her contributions are truthful and similar to the ones received via way of means of their peers. People becomes involved in the event that they consider their rewards aren't appropriate, and they may attempt to extrade matters to set up a feel of justice. Employees need a truthful dating among enter and output. This concept way that they wish that the blessings (rewards) they get from their paintings appear affordable for the inputs (contributions) they provide. Similarly, they assume that others' rewards for his or her paintings may be just like the hints they obtain for the identical contribution level. From a non-public factor of view, equality and equity are crucial.

Herzberg's Motivation Theory: Herzberg's model believes that there are two factors that organizations or companies can act to influence motivation on their employees.

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Motivating elements: That can encourage the personnel to carry out better, or if motivating elements are present, a employee will encourage to increase better. These elements include; achievement, reputation, the paintings itself, responsibility, advancement, and growth. A role ought to offer a employee with a sense of accomplishment, praise, and reputation in their successes, ought to be attractive, varied, and offer sufficient of a challenge, ought to exist merchandising opportunities, and the life of the possibility to research new skills.

Hygiene elements: The people gets unmotivated if those weren't gift as opposed to advocated to paintings better, or people will paintings much less if hygiene factors aren't gift. These elements include; companies' policies, supervision, relationship, paintings conditions, salary, status, and security. The methods ought to be clean for all staff, equity and right control are required, absence of tolerance for bullying or cliques, affordable price method, a stable and secure circumstance withinside the workplace. The idea which could fine applies to my very own non-public and developmental adventure is the Maslow's hierarchy of wishes idea.

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