Human Needs Influence Motivation

Self-Actualization Needs

A person capable of satisfaction from performing toward the fulfillment of his/her potential & contributing something worthwhile to the job.

Self-Esteem Needs

Effectively recognized employees develop feelings of self-respect, self-confidence, achievement, & importance

Affiliation Needs

Social need to belong to a group & winning the acceptance of others & giving & receiving friendship.

Safety Needs

Physical safety, safe work environment, adequate insurance and job security are required by your people of this level.

Physical Needs

An employee must first satisfy life's needs for self and family - food, water, clothing, and shelter. A paycheck satisfies this level.

Who Says What About Loyalty?

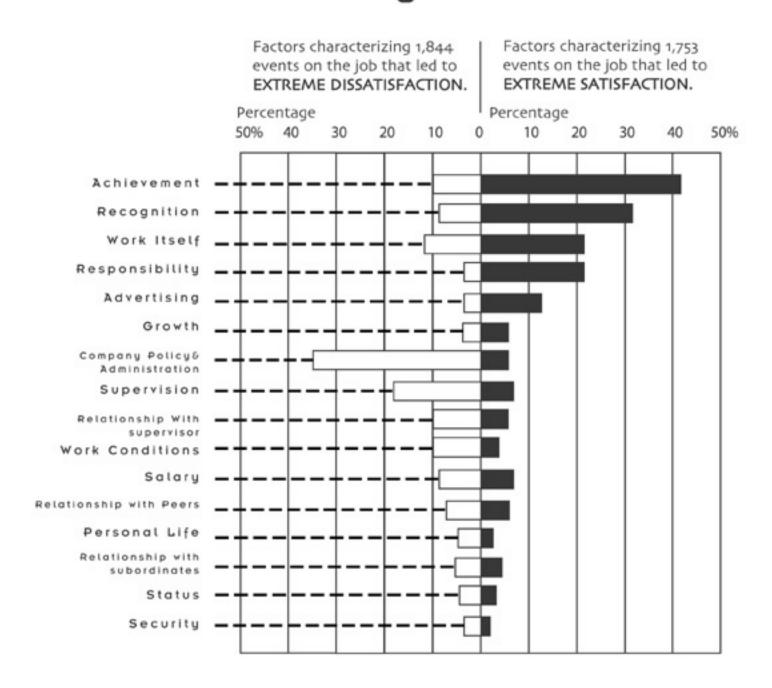
What Workers Say They Want:

- 1. Interesting work
- 2. Full appreciation for work done
- 3. Feeling of being in on things
- 4. Job security
- 5. Good pay
- 6. Promotion & growth
- 7. Good working conditions
- 8. Loyalty to employees
- 9. Help with personal problems
- 10. Tactful discipline

What Managers Think They Want:

- 1. Good pay
- 2. Job security
- 3. Promotion & growth
- 4. Good working conditions
- 5. Interesting work
- 6. Tactful discipline
- 7. Loyalty to employees
- 8. Full appreciation for work done
- 9. Help with personal problems
- 10. Feeling of being in on things

Importance of Recognition Factors Affecting Job Attitudes



* Federick Herzberg, in his research, found that employee achievement and recognition are the two motivating factors intrinsic to the job environment.

Job satisfaction is dependent on these factors, while job dissatisfaction can be attributed to company policy and salary.