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Explanatory Remarks on Maslow's Theory of Motivation

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ABSTRACTS

An accessible explanation of Maslow's Theory of Motivation is provided in this article. For readers who want to use the article for basic knowledge, fundamental ideas are given. The review is meant to provide senior and graduate students studying business management, educational psychology, and educational management with a self-study approach. It might also be used in academia and business as a textbook or reference.

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1. INTRODUCTION

Abraham Harold Maslow, one of the most well-known American psychologists of the 20th century, is best known for developing Maslow's hierarchy of needs, a theory of psychological well-being based on meeting basic human wants in order of importance, leading to self-actualization. To demonstrate how individual needs are respected, he created a pyramid hierarchy of needs (Wahba & Bridwell, 1976). It belongs to the content school of motivation theories, which means that it places a greater emphasis on the things that motivate people than on the methods by which they are motivated (Maslow, 1943).

Abraham Maslow first put forth his hierarchy of needs in the 1940s, but it wasn't until his 1943 essay "A Theory of Human Motivation" that it was officially published (Maslow, 1943). Later, in 1954, Maslow expanded on this idea in his book "Motivation and Personality." This hypothesis has been a well-liked topic ever since in sociology, management development, and psychology classrooms. Maslow's hierarchy of needs is a psychological theory that explains why people are motivated to pursue certain wants at different levels (McClelland & Boyatzis, 1982; Vecchio, 1983).

According to the hypothesis, people are driven to prioritize meeting their wants. The most fundamental requirements come first, followed by more sophisticated needs. The fifth level of the hierarchy, self-actualization, is the ultimate objective in this paradigm. When discussing organizational behaviour and human resources in business courses, Maslow's hierarchy of needs is frequently brought up (Carson, 2018).

Here, an accessible explanation of Maslow's Theory of Motivation is provided in this article. For readers who want to use the article for basic knowledge, fundamental ideas are given. The review is meant to provide senior and graduate students studying business management, educational psychology, and educational management with a self-study approach. It might also be used in academia and business as a textbook or reference.

2. METHODS

This paper was provided from internet source literature, including books and articles in international journals.

3. RESULTS AND DISCUSSION

3.1. Maslow's hierarchy of needs

According to Maslow's hierarchy of needs, there is a hierarchy among the different sorts of wants that all people have. This hierarchy starts with the necessities for our survival and progresses to a sense of realizing our potential and discovering our life's purpose. The hierarchy is crucial because it serves as a ladder for motivational purposes. This indicates that before people are motivated to meet the demands of the level above them in the pyramid, their needs at their current level must first have been completely satisfied.

The Maslow hierarchy of requirements is divided into five primary stages. The most fundamental needs are met first, followed by the most sophisticated needs (Kenrick *et al.*, 2010). Maslow initially thought that before seeking higher levels, a person had to fully satisfy the previous ones.

3.1.1. Level 1: Physiological needs

The physiological category of human wants is the most fundamental. Before we can go on to more complicated and aspirational requirements in life, we must first meet basic survival

needs. The most important things a person needs to survive are food, water, shelter, warmth, rest, and good health. At this level, a person's motivation comes from their innate will to survive. Before we can be inspired to pursue other needs, we must satisfy any of these needs that we may be lacking. For instance, it can be challenging to concentrate on anything other than eating when one is exceedingly hungry. A physiological need could also include the need for enough sleep.

3.1.2. Level 2: Safety needs

A person's urge to feel secure in their life and environment is referred to as their "safety or security needs." Fundamentally, these demands for safety are about reducing risk in life and assisting people in continuing to meet their physiological needs. Physical and emotional security, housing that goes beyond the most basic shelters, and financial and health security are all examples of safety demands.

The desire for law, order, and protection from uncontrollable and hazardous circumstances serve as motivation. A person also requires financial security to survive and succeed in contemporary communities (Damayanti *et al.*, 2022). This speaks to the necessity of secure employment, regular income, and savings. To achieve economic security, one strategy is to get knowledgeable about sound investment tactics. A person's need to feel safe and secure in their life and surroundings is referred to as their "security needs" or "safety requirements." Fundamentally, these demands for safety are about minimizing risk in life and assisting people in meeting their physiological needs in the future.

Housing requirements beyond the most basic shelters, mental and physical security, and a secure future are all examples of safety demands. The necessity for law, order, and defence against unpredictably hazardous circumstances serve as motivation. To live and prosper in contemporary communities, a person also requires economic security. This speaks to the necessity of having a reliable income, savings, and a job. Learning effective investment methods is one way to achieve economic security.

3.1.3. Level 3: Social belonging

Humans are social beings who long for interaction with other people (Billano *et al.*, 2021; Minghat *et al.*, 2022). This level of the hierarchy describes the requirements for love, family, intimacy, and friendship. Humans require both receiving and giving love to have a sense of community.

People could feel lonely or depressed when these demands aren't met. People need to feel liked and accepted by others if they are to avoid feeling lonely, depressed, or anxious. Relationships with friends, family, and lovers on a personal level are crucial.

3.1.4. Level 4: Self-esteem

A person's need for respect, prestige, and recognition is tied to their need for self-esteem. All of these demands revolve around ego gratification and self-worth. Maslow classified the desire for respect from others and the need for respect from oneself into two categories. Gaining notoriety, status, and recognition has a connection to being respected by others. Respect for oneself is related to one's sense of worth, assurance in one's abilities, independence, and freedom.

People feel secure and perceive their contributions and accomplishments as worthwhile and significant when their esteem requirements are addressed. They may, however, go through what psychologist Alfred Adler dubbed "feelings of inferiority" if their esteem demands are not addressed.

3.1.5. Level 5: Self-actualization

Self-actualization is the accomplishment of one's full potential. This means that people want to feel as though they are using their abilities and potential to the fullest. This resembles Aristotle's idea of eudaimonia, which is roughly translated as living up to your actual essence. Maslow added the last level, which he called transcendence, later in life. He claimed that it involved dedicating oneself to something greater than oneself.

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3.2. The expanded hierarchy of needs

Maslow expanded on his initial hierarchy in 1970, adding three more requirements for a total of eight at the top of his pyramid:

- (i) Cognitive Needs: This is knowledge-centred. In general, people are curious and desire to understand more about the world and where they fit into it.
- (ii) Aesthetic Needs: This topic deals with appreciating shape and beauty. By appreciating or producing music, art, literature, and other forms of creative expression, people can satisfy this desire.
- (iii) Transcendence Needs: Maslow thought that people are compelled to seek meaning outside of their bodily selves. We can satisfy this need by helping others, engaging in spiritual activity, and spending time in nature, among other things.

3.3. Different types of needs

Deficit needs and growth needs are split among the five levels of the pyramid model. The deficit needs commonly referred to as D needs, are the first four stages. A rising need, or B need, occupies the top level of the pyramid. The shift in motivation that occurs as needs are satisfied is the primary distinction between growth and deficiency needs. As needs for growth are satisfied, motivation rises; as deficiency needs are satisfied, motivation falls.

The demand for growth results from a drive to improve and advance personally. Deficit needs relate to the four levels below self-actualization: physiological, safety, love and belonging, and esteem needs. As a person satisfies growth needs, their motivation improves as their desire to become even better increases.

A person's desire to eliminate inadequacies or acquire goods they are lacking is the source of their shortfalls demands. A person's drive to get the things they lack wanes when they acquire those items.

3.4. The needs hierarchy: Moving up the chain

Maslow proposed that satisfying these requirements required several conditions. The hierarchy of needs doesn't expressly address topics like living in a just and fair society or having freedom of speech, but Maslow argued that having these things makes it simpler for people to meet their needs. Maslow thought that humans also need to learn new information and get a greater understanding of the world around us in addition to these basic requirements. This is in part because bettering our understanding of our surroundings enables us to meet our other wants. For instance, knowing more about the outside world might make us feel safer.

Maslow, however, also held that this urge to comprehend our surroundings is a natural human desire. According to Maslow, satiating these demands required several conditions. Maslow thought that having these things makes it simpler for people to fulfil their wants, even though they are not directly addressed in the hierarchy of needs, such as having freedom of speech and expression or living in a just and fair society.

Maslow thought that in addition to these requirements, people also needed to continue their education to broaden their knowledge of the world. This is partly because knowing more about our surroundings helps us meet our other wants; for instance, knowing more about the outside world might make us feel safer. The urge to comprehend our surroundings, according to Maslow, is also an innate need.

3.5. Impact of maslow's hierarchy

Maslow's hierarchy of needs was a key component of a significant psychological revolution. Maslow's humanistic psychology put more emphasis on the development of healthy people than it did on deviant behaviour and development. Although there hasn't been much study to back Maslow's theory, the hierarchy of needs is well-known and well-liked both inside and outside of psychology.

Researchers from the University of Illinois set out to examine this hierarchy in a study that was published in 2011. Even though the satisfaction of needs was positively connected with pleasure, people from all over the world claimed that self-actualization and social needs were still significant even though many of the most fundamental wants were not met (Tay & Diener, 2011; Mojaveri, 2016).

3.6. Contributions to psychology

Maslow made several significant contributions to psychology. Among his contributions were theories emphasizing the good in people. Abraham Maslow changed his attention to include the benefits of mental health at a period when the majority of psychologists concentrated on characteristics of human nature that were viewed as aberrant.

- (i) His work had an impact on how we perceive mental health,
- (ii) He had a long-lasting impact on psychology with his focus on peak experiences, human potential, better mental health, and personal development (Wulff & Maslow, 1965),
- (iii) His contributions still have an impact today.

Although many academic psychologists lost interest in Maslow's work, and others have suggested that his hierarchy needs to be updated, his theories are currently enjoying a revival as a result of the growing popularity of positive psychology.

3.7. Application of Maslow's theory within the workplace

The **Table 1** provides examples of how Maslow's "Hierarchy of Needs" theory can be applied in the workplace.

Maslow outlined fifteen traits of individuals who had realized their full potential. The attributes are:

- (i) Tolerate uncertainty and perceive reality efficiently
- (ii) Accept themselves and others
- (iii) Are spontaneous in thinking and acting
- (iv) Are problem-oriented
- (v) Have an unusual sense of irrationality
- (vi) Look at life objectively
- (vii) Creative

- (viii) Thinking outside the box
- (ix) Concerned about the well-being of people
- (x) Able to experience life intensely
- (xi) Create deep relationships with just a few people
- (xii) Have many peak experiences
- (xiii) Need privacy
- (xiv) Democratic attitudes
- (xv) Strong moral/ethical standards.

Table 1. Examples of how Maslow's "Hierarchy of Needs" theory can be applied in the workplace.

Maslow's Need	Examples of How the Need Can Be Met in The Workplace
Physiological	A pay that allows an employee to afford food, housing, and clothing
Safety	To lessen stress and anxiety, establish safe workplaces with clearly defined procedures.
Social	Positive workplace interactions, cooperation, and work-related social gatherings to promote team building
Esteem	The potential for success and job promotions
Self-Actualization	Giving workers responsibilities that are interesting and stimulating. Plans for employee development that will assist workers in achieving their potential at work

3.8. Criticisms of Maslow's theory

The Maslow Hierarchy of Needs has received harsh criticism from scientists. There are several circumstances where it is impossible to support the notion that these demands occur in a hierarchical order. The following are the main long-held objections:

- (i) While some studies have found support for Maslow's beliefs, the majority of studies have been unable to prove that needs are arranged in a hierarchy. Researchers from Baruch College Wahba and Bridwell found scant support for Maslow's hierarchy of wants and much scantier support for his ranking of these needs.
- (ii) Other Maslow theory detractors have noted that it is challenging to conduct a scientific test of his definition of self-actualization. Additionally, Maslow's research on self-actualization was based on a very small sample of people, including people he knew and biographies of well-known people whom he considered to be self-actualized.
- (iii) Some of the more recent criticisms claim that Maslow was influenced by the Blackfoot nation's belief systems but failed to mention this. As an anthropologist, Maslow researched the Northern Blackfoot tribe. But over time, this fundamental underpinning vanished, causing him to misapply the ideas he was supposed to be evaluating.

4. CONCLUSION

The motivating requirements for people are arranged in a pyramid by Maslow's hierarchy of needs. Physiological needs are at the bottom of the pyramid of human wants. After these requirements are met, people turn to their needs for safety, social well-being, self-esteem, and finally self-actualization.

According to this hypothesis, when people feel they have satisfactorily met the previous need, higher needs in the hierarchy start to arise. Although subsequent research has not entirely endorsed Maslow's idea, his work has influenced other psychologists and advanced the area of positive psychology.

5. AUTHORS' NOTE

The authors declare that there is no conflict of interest regarding the publication of this article. The authors confirmed that the paper was free of plagiarism.

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