

## LESSON 11: MOTIVATION



Motivation  
 Psychological needs  
 Maslow's hierarchy  
 Self-actualization  
 Deficiency  
 Growth needs  
 Intrinsic  
 Extrinsic  
 Incentive  
 Performance  
 Expectancy  
 Goal  
 Performance  
 Expectancy  
 Theory

### THE MOTIVATION

Leaders spend a great deal of time and effort studying the technical aspects of their jobs. However, in order to lead effectively, they must also know what makes people "tick." By studying human behavior, leaders learn why people act and react in certain ways. Plus, leaders who care about their subordinates and are attentive to their needs are more able to influence them in accomplishing work goals. This lesson identifies three basic needs and explains how they can be satisfied.

### INTRODUCTION

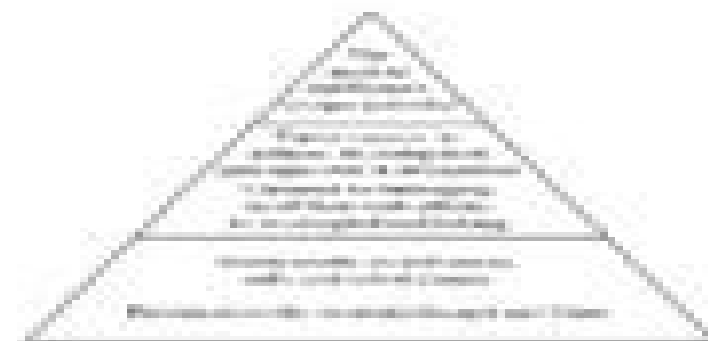
Studying human behavior helps leaders to acquire the knowledge they need to better understand themselves and those they lead.

It is important that leaders learn why human beings act and react in certain ways and to identify various types of behavior. They also

need to know how to influence the behavior of subordinates so that their personal goals **coincide** or align with the goals of management.

### MASLOW'S HIERARCHY OF NEEDS

According to psychologist Abraham H. Maslow, human beings are influenced by a progression of needs. In Maslow's theory, **human needs** develop from lower to higher needs over the lifetime of a person. Maslow believed that although virtually any people needs the top level, these needs do decrease in all of us. The less satisfied in the top we conduct our lives and our subordinates, we more time satisfy the basic needs. The satisfaction of these basic needs motivates people to reach higher levels. It is important to remember that our person's needs are the same as those of another — they might vary in the degree of importance.



Thus, people generally behave in a way that first satisfies these needs for physical needs and safety, then they satisfy their needs for social acceptance and self-actualization.

# Lesson 5 Motivation Must Learn How To Influence The

**Jin-Ying Zhang**



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