

Herzberg – Theory of Motivation & Work

(Applied to Maslow’s Hierarchy of Needs)

Point of This Assignment: 1) To understand and apply Herzberg’s Theory of Motivation and Work to your job. 2) To understand and apply Maslow’s Hierarchy of Needs Theory to your job. 3) To use these two theories to identify potential sources of satisfaction and/or dissatisfaction with your job.

Think about your current job (or a recent job). If you have no prior work experience, ask someone you know to answer the following questions for you regarding their own job.

1) Which of the needs outlined by Maslow are currently being met by your job? Which needs are met by your lifestyle (i.e. non-work life)?

2) Which of the motivators described by Herzberg are being addressed by your job? How do these motivators inspire you to do your best in your job?

3) Are there any of the motivators that are missing or lacking in your current job?

4) If you were suddenly laid off or fired from a job, what would likely happen to your needs? What might become foremost in your mind?

5) Which of the motivators described by Herzberg are being addressed by your job? Which motivators are being met outside of your job?

6) Are there any needs and/or motivators that you would rather meet outside of work?

Hertzberg Theory of Motivation

- 7) **Think of family members and/or friends. Which of Maslow's needs do you think are being met by their jobs? If they are different from your needs, how would you explain this?**

On another note, if you are not sure how to address the needs you listed above, please do not hesitate to ask for help.

Test your understanding:

What is the main point of this assignment?

Why were you expected to do this exercise?

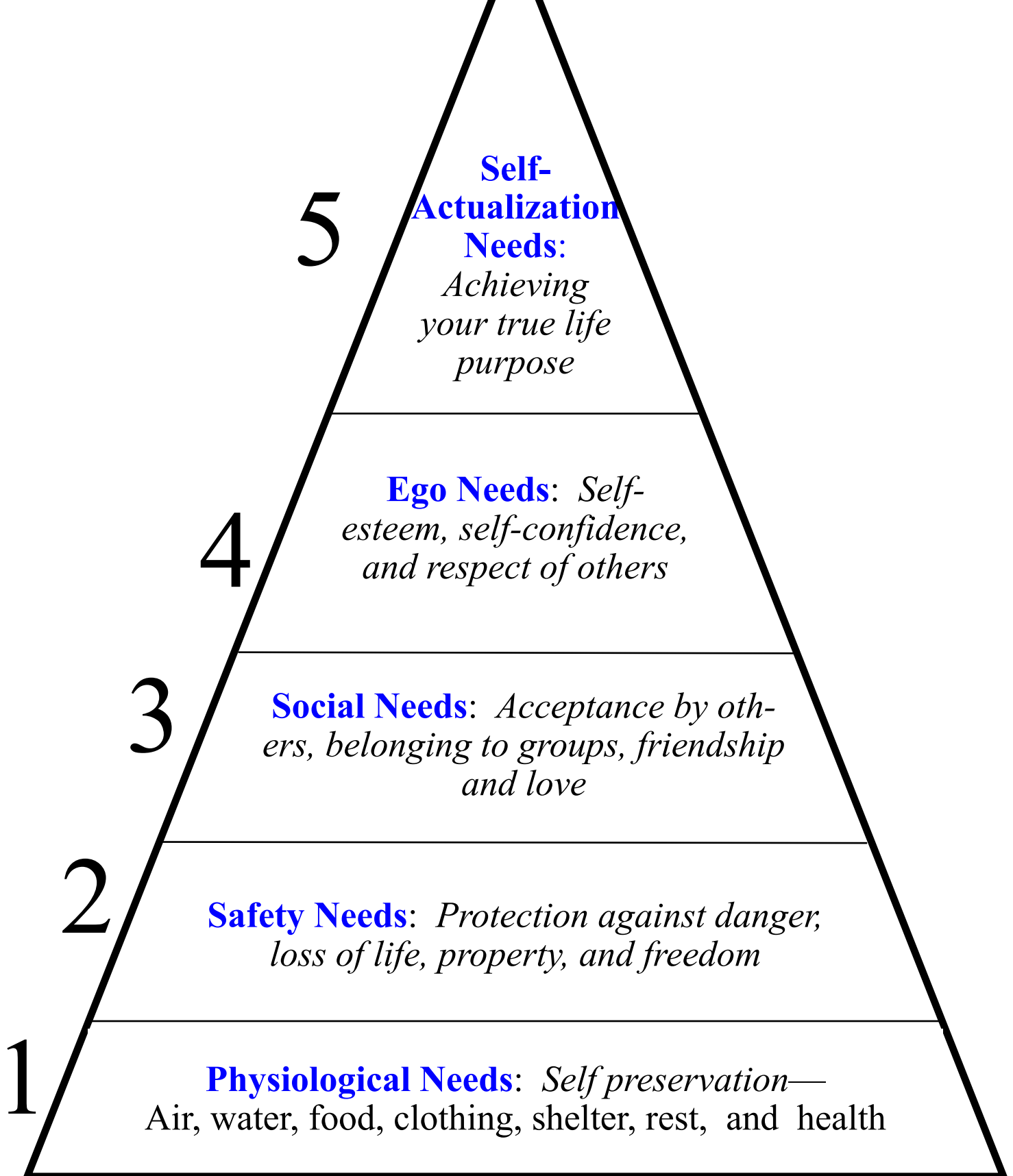
What type of person would need to do this exercise?

How well do you fit the profile of the person for whom this assignment was created?

Reflection: *(Write down your response after completing this assignment.)*

Maslow's Hierarchy-of-Needs Theory:

(Needs must be met in order from bottom to top)



Herzberg's Theory of Motivation

Compared to
Maslow's Hierarchy-of-Needs Theory

