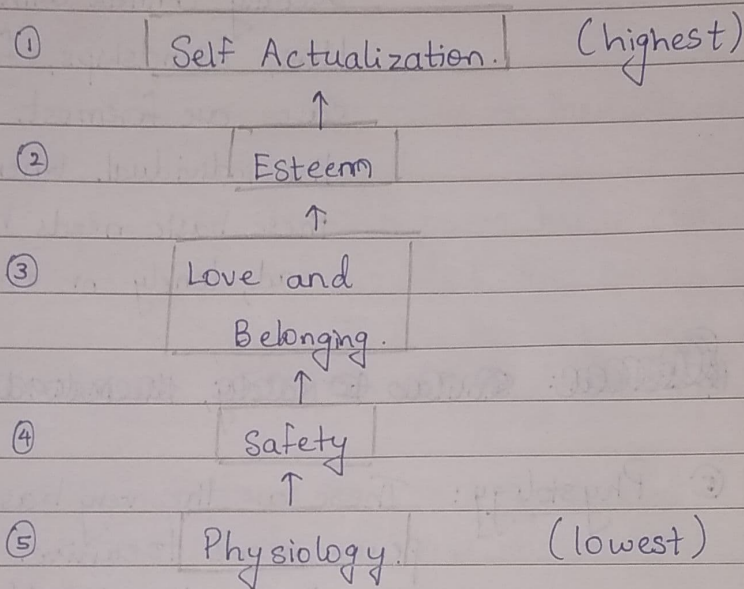


BCVS Midterm 1SET 2

Q1) Maslow's hierarchy of needs:

Ans: Maslow's hierarchy of needs, a theory given by Abraham Maslow explains the human mind and psychology based on the various needs of the individual. He states that humans are motivated and pushed to solve their needs in a hierarchical manner.

There are five levels of needs in this hierarchy.



As seen here, self-actualization is the highest level in the hierarchy and this is the ultimate goal individuals strive for.

① Self Actualization: It relates and attests to the individual realizing his/her full potential. The individual can either be a very skilled professional at work or an experienced hand at art, etc, etc. It varies from person to person.

④ Safety: Here 'safety' does not only mean 'safe' in the literal sense. 'Safety' also means career safety, relationship safety, etc.

② Esteem: An individual also looks to gain the basic etiquettes in society such as respect, recognition, dignity, prestige among others.

An individual also strives to be responsible, confident, independent and respectful.

③ Love and belonging: Here; humans are a social species. Meaning, humans are attracted to socially connect with other humans. Here, friendships, family, love and care are foremost in the needs of the individual. When deprived of these basic needs he/she may feel sad, lonely or even depressed.

~~④ Esteem: Human to society, the individual~~

⑤ Physiology: These are the very basic needs a person needs to survive. These include a roof over their head (shelter), adequate food, water, good health, rest and living environment. These are the most basic needs a person needs to survive at a primal level.

④ Esteem: Human to society, the individual



Q2)

Diversity at workplace, benefits + limitations.

Ans

Diversity at workplace simply means people of various races, sex, culture and backgrounds work together in a certain institute, organisation or company.

A diverse workforce is known to have increased productivity by almost 10 - 20% and profits doubling over.

Here are some benefits and limitations of having a diverse workforce.

### Benefits

1) Each team member can focus on their strengths and provide their unique input.

→ Here, since ~~of~~ each person has a different point of perspective, new ideas that other people might not thought of can also be considered.

→ Absolves the weaknesses of the team as a whole.

2) Increases job openings for minority workers.

→ For companies can focus on recruiting a diverse workforce, this is an opportunity for workers from minority backgrounds to work with high-level teams.

3) Companies get access to ~~new~~ more new talent.

4) Companies at times can grow faster and increase profit quickly.

5) Increases creativity of the entire team.

6) Acts as an incentive to customers who get attracted to a company/product just because they have employed a diverse workforce.

### Limitations:

- 1) Can sometimes make workers overqualified for some job roles.
- 2) Too many opinions can create chaos on times.
- 3) Trust issues may arise at times.
- 4) Can create communication problems.
- 5) Sometimes, companies have to deal with too many complaints from employees.