

Set 2

Yash Mange

A019; 70362019034

13.02.2021

A2 → Diversity in a workplace means that in a company / workplace there is a very large range of diverse individuals.

• Diversity comes in many forms :

- |              |              |
|--------------|--------------|
| 1. gender    | 6. language  |
| 2. race      | 7. education |
| 3. ethnicity | 8. etc.      |
| 4. age       |              |
| 5. sexuality |              |

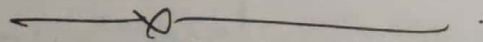
• So having diversity in your workplace means that the place has people from all over the categories and from thousands of different places. Who speak diverse languages, who are of diverse colours, who vary hugely in age, etc.

⇒ Benefits :

- 1) Large no. of opinions which help in increased range of ideas
- 2) Employee engagement and interest is increased.
- 3) Diversity makes people comfortable
- 4) It boosts employee confidence.
- 5) Increased company reputation.
- 6) A lot of people so numerous talents available and so, employees.

### Limitations:

- 1) Sometimes the differences can also arise.
- 2) Discrimination can take place due to groupism.
- 3) Conflicts may arise among groups.
- 4) Some individuals could get isolated.
- 5) The process implementation is very time consuming.
- 6) Not many beliefs may set easy so, conflicting beliefs is also a big issue.



### Ans • Maslow's hierarchy of needs:

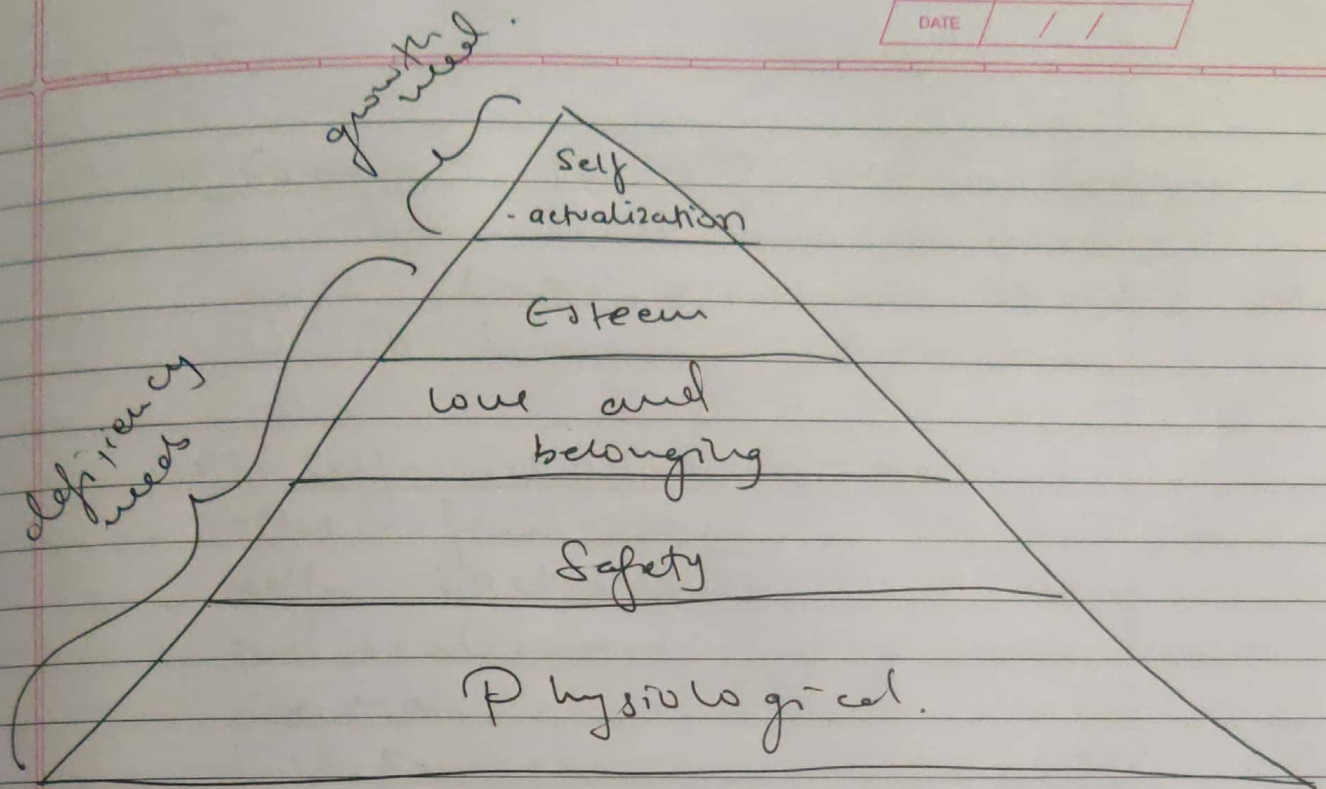
→ it is a theory explaining human motivation based on the pursuit of different levels of needs.

- It states that humans tend to fulfil their needs in an order.
- The needs go from most basic to more and more advanced.
- Reaching 5<sup>th</sup> level is the ultimate goal.

(p10) [diagram]

- It basically tells us what humans crave to want and fulfill according to hierarchical levels.





So, the levels explained:

- ① Physiological: These are the lowest level of hierarchy. These are the most essential things someone needs for survival.  
Shelter, water, food, etc. is here.
- ② Safety: This is the second level.  
Safety / security needs means a person's need to feel safe in their life and surroundings.
- ③ Love and belonging: The third level of hierarchy is love and belonging. This level includes love, friendship, intimacy, family, etc. Feel belonged to a group or people is what humans need.

4) Esteem : The 4<sup>th</sup> level is Esteem

- This includes a person's need to gain status, recognition, respected, etc.
- All humans seek esteem.

5) Self-actualization needs:

- The final level of hierarchy is self-actualization. It includes the realization of an individual's potential.
- If someone reaches here, they can become the best part of themselves.