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Subject : BCUS

Set - 2

Ans1 Diversity in the workplace refers to an organisation that intentionally employs a workforce comprised of individuals of varying gender, religion, race, age, ethnicity, sexual orientation, education and other attributes.

The advantages of diversity in the workplace:

- 1) This design allows each team member to focus on their strengths.
- 2) It increases the number of job opportunities for minority workers.
- 3) Diversity in workplace creates more revenue earning opportunities.
- 4) It is a way to increase the creativity of an entire team.
- 5) Diversity in the workplace exposes societal bias.

The disadvantages of Diversity in a workplace are:

- 1) Hiring managers focus on leadership qualities too often.
- 2) Diversity in the workplace can create too many opinion.
- 3) Diversity in the workplace can lessen the amount of trust that exists.
- 4) Some teams become hostile during an increase in diversity.
- 5) Diversity in the workplace can create communication problems.

Ans) Maslow's hierarchy of needs is a theory of ~~physical~~ ~~psycho~~ psychology explaining human motivation. The Theory states that humans are motivated to fulfill their needs in a hierarchical order. This order begins with most basic needs before moving on to more advance needs. ~~The~~ According to the theory the ultimate goal is to reach the fifth level of hierarchy: self actualisation.

There are five main level to Maslow's hierarchy of needs. That are:

- 1) Physiological Needs: It is the lowest level of Maslow's hierarchy of needs. They are the most essential things a person needs to survive. They include the need for shelter, water, food, warmth, rest and health.
- 2) Safety Needs: It is the second level of Maslow's hierarchy of needs. It relates to a person's need to feel safe and secure in their life and surroundings.
- 3) Love and belonging Needs: This is the third level of Maslow's hierarchy of needs. In this it outlines the need of friendship, intimacy, family and love.
- 4) Esteem Needs: It is the fourth level. It is related to a person's need to gain recognition, status and feel respected.
- 5) Self Actualisation: It is the fifth and final level. It relates to the realization of an individual's full potential i.e. that the people strive to become the best that they possibly can be.

