

Q1) Abraham H. Maslow, an American psychologist has developed a classification of human needs known as a hierarchy of Needs.

According to him human needs can be classified into five categories as given below:

i) Physiological Needs:

These are the most basic needs which are required for survival. He gave importance to these needs as they are natural in which. Satisfaction of such needs is essential for maintaining human life.

ii) Security Needs:

These include physical safety against danger, economic safety against ~~age~~ aged people. A person wants shelter clothing. These provide freedom from fear.

iii) Social needs:

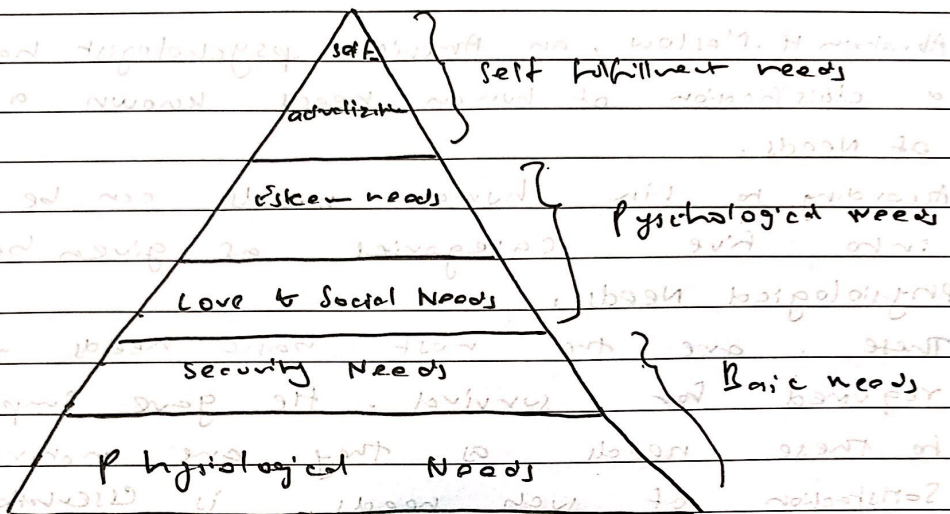
Humans are social in nature. They need love and affection, a sense of belonging, friendship etc. Organizations can satisfy this by team building.

iv) Esteem Needs:

These include self esteem and esteem of others. Self esteem means self-confidence. Esteem of others means prestige, independence and recognition from others.

v) Self-actualisation needs:

Refers to needs to grow and self fulfillment. Many people are concerned about their personal growth.



(Q2) It is important to know that diversity affects the workplace. A company having a wide range of diverse individuals. A diverse workplace aims to create an inclusive culture that values and uses the talents of all its employees.

Benefits of Diversity in workplace

- Greater diversity brings in greater innovation and creativity.
- A diverse workplace better understands diverse markets.
- This gives a company freedom to go after the talented people regardless of the differences.
- It is mostly associated with profit and more customers.
- Example

Google's secret of success is diversity as it allows their team consisting of diverse individuals to think of different levels of spectrum. Making its organization a better work force. Hence more profit.

Limitation of Diversity in workplace

- Communication issues, communication between teams becomes challenging when the team has diverse people.
- Too many opinions over the same work may also

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lead to failure or reduction in productivity

- Handling may arise as humans have made decisions based on the basis of bias. Distrust can arise as employees doubt each other's ability to do their jobs.

example

Younger employees may use different terminology or work in different ways which can affect

growth of a company as the older generations will be unfamiliar with their way of work.