

# FUNDAMENTALS OF MANAGEMENT (MGT 162)

## TUTORIAL 5

### 1. Define motivation :

The forces acting upon or within a person that cause that person to expand to behave in a specific, goal-directed manner. It is a psychological process that gives purpose and direction to behavior. The management process of influencing people's behavior to behave in a way that ensures the accomplishment of some goal.

### 2. Briefly describe the Maslow's Hierarchy of Needs :

According to Maslow, individuals have various needs and try to satisfy these needs using a priority system or hierarchy. Maslow specified five (5) fundamental needs people have :-

- Physiological needs
  - ❖ Needs such as food, water, air, and shelter.
  - ❖ Needs good, comfortable working conditions such as basic wage or salary.
  - ❖ Managers who focus on physiological needs assume that people work mainly for money and are primarily concerned with comfort and their rate of pay.
- Security needs
  - ❖ Needs to have a safe physical and emotional environment.
  - ❖ Needs protection against threats or unsafe working environments such as job security and predictable work environment.
  - ❖ Managers will often emphasize rules, job security and fringe benefits.
- Affiliation needs
  - ❖ Needs for friendship, love and a feeling of belonging.
  - ❖ Needs acceptance by others such as association and communication with others and being part of the group.
  - ❖ Individuals value their work as an opportunity for finding and establishing friendly interpersonal relationships.

# Mgt 162 Fundamentals Of Management

**Nick Christians**



## **Mgt 162 Fundamentals Of Management:**

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## **Table of Contents Mgt 162 Fundamentals Of Management**

1. Understanding the eBook Mgt 162 Fundamentals Of Management
  - The Rise of Digital Reading Mgt 162 Fundamentals Of Management
  - Advantages of eBooks Over Traditional Books
2. Identifying Mgt 162 Fundamentals Of Management
  - Exploring Different Genres
  - Considering Fiction vs. Non-Fiction
  - Determining Your Reading Goals
3. Choosing the Right eBook Platform
  - Popular eBook Platforms
  - Features to Look for in an Mgt 162 Fundamentals Of Management
  - User-Friendly Interface
4. Exploring eBook Recommendations from Mgt 162 Fundamentals Of Management
  - Personalized Recommendations
  - Mgt 162 Fundamentals Of Management User Reviews and Ratings
  - Mgt 162 Fundamentals Of Management and Bestseller Lists
5. Accessing Mgt 162 Fundamentals Of Management Free and Paid eBooks
  - Mgt 162 Fundamentals Of Management Public Domain eBooks
  - Mgt 162 Fundamentals Of Management eBook Subscription Services
  - Mgt 162 Fundamentals Of Management Budget-Friendly Options

6. Navigating Mgt 162 Fundamentals Of Management eBook Formats
  - ePub, PDF, MOBI, and More
  - Mgt 162 Fundamentals Of Management Compatibility with Devices
  - Mgt 162 Fundamentals Of Management Enhanced eBook Features
7. Enhancing Your Reading Experience
  - Adjustable Fonts and Text Sizes of Mgt 162 Fundamentals Of Management
  - Highlighting and Note-Taking Mgt 162 Fundamentals Of Management
  - Interactive Elements Mgt 162 Fundamentals Of Management
8. Staying Engaged with Mgt 162 Fundamentals Of Management
  - Joining Online Reading Communities
  - Participating in Virtual Book Clubs
  - Following Authors and Publishers Mgt 162 Fundamentals Of Management
9. Balancing eBooks and Physical Books Mgt 162 Fundamentals Of Management
  - Benefits of a Digital Library
  - Creating a Diverse Reading Collection Mgt 162 Fundamentals Of Management
10. Overcoming Reading Challenges
  - Dealing with Digital Eye Strain
  - Minimizing Distractions
  - Managing Screen Time
11. Cultivating a Reading Routine Mgt 162 Fundamentals Of Management
  - Setting Reading Goals Mgt 162 Fundamentals Of Management
  - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Mgt 162 Fundamentals Of Management
  - Fact-Checking eBook Content of Mgt 162 Fundamentals Of Management
  - Distinguishing Credible Sources
13. Promoting Lifelong Learning
  - Utilizing eBooks for Skill Development
  - Exploring Educational eBooks
14. Embracing eBook Trends
  - Integration of Multimedia Elements

- Interactive and Gamified eBooks

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