

Self Actualization - A Motivational Tool At Workplace

Tony Mathew M
Bba.,Llb(HON'S)
Saveetha School of Law,
Saveetha Institute of Medical and Technical Sciences (SIMATS),

Dr. Sreeya B
Associate Professor
Saveetha School of Law,
Saveetha Institute of Medical and Technical Sciences (SIMATS),
Email :sreeyab.ssl@saveetha.com

Article Info

Volume 82

Page Number: 14276 – 14280

Publication Issue:

January-February 2020

Article History

Article Received: 18 May 2019

Revised: 14 July 2019

Accepted: 22 December 2019

Publication: 28 February 2020

Abstract

The paper examines the role of self-actualization as a motivational tool in workplace experience of business leaders. The last and final stage of the hierarchy of needs by Abraham Maslow is self actualization need. It is defined as someone being all that they can be and they have met each one of the previous stages in the hierarchy need. The method of data gathering was a questionnaire method where responses were collected from the employees found in and around Chennai region. Within the qualitative method and case study method, chi-square, ANOVA, T-test methods were used to study and scrutinise the data. The findings show that majority of the respondents from different sectors agree that self-actualisation can be achieved in the workplace. Further the findings found that purposeful work and work-life balance as the major determinants in achieving self-actualisation. The study also found that the vocational jobs are the most favoured place where a person can express his full potential and become highly motivated in doing it. In spite of the geographical location, the cultural as well as social differences that exist in and around Chennai region, this paper provides research inference for job motivation and self-actualisation in other cultural settings too.

Keywords: Workplace, Motivation, Employee, Hierarchy of needs, Self actualisation

I. INTRODUCTION

Self-actualization is a concept which is developed by Abraham Maslow's (1943) in his work on human motivation. The self actualization need is last and end stage in the hierarchy of needs by Abraham Maslow. Therefore people are always striving to be better and use their talents in new ways to express themselves fully. This is very important to motivation because an employee must be motivated to fulfil his needs in an organisation and strive for the next level in an organisation until they reach self actualization.

These needs motivate the people to care for themselves and live a rich and meaningful life. Therefore self actualisation becomes an ultimate motivation or an ultimate need to be achieved in an organisation. Researchers have termed that self-actualization is when the spirit meshes with the mind via work. The process of self-actualization is developing the full potential of the individual through work. Self-actualization can be equated to intrinsic motivation in work. Helping employees or motivating them to reach the pinnacle of the hierarchy of needs is a difficult

task. There are many practical steps that the organisations should consider to promote self-actualisation. This research paper tries to find the kind of jobs in which the employee can attain a high sense of self-actualisation. The survey first seeks to find if self-actualisation on the first hand itself can be achieved in the workplace. The aim of the people is to put forward the concept of self-actualisation as a motivational tool in the workplace and the determinants that is highly regarded in achieving it.

II. OBJECTIVES

- To find an association between the opinion on self actualisation as a motivational tool at workplace and occupation of the respondents.
- To identify the difference between the opinion on achieving self actualisation in a particular job and it's gender.
- To study the difference in level of agreeability(mean score) towards the determination for self-actualisation among the age groups.

III. LITERATURE REVIEW

Fernando and Nilakant (2008) examined the concept of self-actualisation in the of workplace experiences of Sri Lankan business leaders. In this research thirteen Sri Lankan business leaders were put to in-depth and face-to-face interviews. The findings recommend that at the time when business personnels commonly strive for a requirement to grow when they experience workplace spirituality and also they become and evolve towards the self they need to become , ie ideal (ought) self. **Giacalone and Jurkiewicz** (2014) researched with the target of finding spirituality within the workplace. They found in their research that a inclusive, research-based, and action-oriented approach to self- actualisation and spirituality is found in organizational life. **Farmer** (1982) found that the requirement to relate with one's self and also connect with one's self. Findings show that self-actualising arrangements

supply the way to effectuate an inclusive workplace spirituality, barren of the various challenges. **Macarov**(1976) postulated a series of pre- potent needs, each of which assumed potency because the previous need was relatively satisfied. With physiological needs because the most fundamental, or originally most potent, self- actualisation was described because the final, or highest, need. **Gagné et al** (2014) reviewed relevant literature so on reveal the benefits that SDT principles will bring round the workplace. The study as long as the managers are encouraged to market autonomous regulation first by assessing their employees' motivation. **Silvia et al** (2005) verified the implications for spiritual leadership and ethical decision-making in other cultural settings. It defined workplace spirituality as all aspects of the workplace that promote individual feelings of satisfaction through a way of connection to a bigger force. **Maslow and General Press** (2019) formulated a theory of human motivation in line with these propositions and with the known facts derived from observation and experiment. They acknowledged that there are 5 sets of goals (basic needs) which are associated with one another and are arranged during a hierarchy of prepotency. **McGuire; McGregor** (2012) worked on the target on the way to get employees fully engaged with the goals of the corporate appears to stay a central issue in human resource management. They found the problem within the continuing adjustment necessary during a changing company and keeping the workers involved within the frequently changing goals is more important than ever before in company management.

IV. METHODOLOGY

The paper was analysed through the socio-legal research method . This analysis was made through a targeted sampling method . Empirical and descriptive method of research was used to complete the paper . The survey was taken from the business leaders, professionals, etc. A total of 1170 samples were collected for

the research. Dependent variables is reliable on the fact that whether or not they consider self-actualisation as an motivational tool in workplace. Cross tabulation, chi-square and anova were the research tools which were used to interpret and analyse the data's collected through the survey.

V. ANALYSIS AND DISCUSSION

Null Hypothesis: There is no significant association between the opinion on self actualisation as a motivational tool at workplace and occupation of the respondents.

Table 1: Cross Tabulation – Self-Actualization and Occupation

Occupation	Self-Actualization		Total
	Yes	No	
Business	246	98	344
	71.5%	28.5%	100.0%
Private	329	204	533
	61.7%	38.3%	100.0%
Government	178	115	293
	60.8%	39.2%	100.0%
Total	753	417	1170
	64.4%	35.6%	100.0%

Table 2: Chi-Square Tests - Self-Actualization and Occupation

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	10.946	2	.004

0.05 is the pearson Chi-square value therefore the null hypothesis is rejected. Therefore it can be

said that there is a association between the opinion on self actualisation as a motivational tool at workplace and occupation of the respondents. The majority of the respondents from the business sector, the private sector and the government sector have responded that self-actualisation can be achieved in the workplace.

Null Hypothesis: There is no significant difference between the opinion on achieving self actualisation in a particular job and it's gender.

Table 3: Kind of Job Self Actualization and Gender

Gender	N	Mean	Std. Deviation	Std. Error Mean
Male	628	2.35	.898	.036
Female	542	2.34	.988	.042

Table 4: Independent Samples Test - Kind of Job Self Actualization and Gender

	t	df	Sig. (2-tailed)
Independent Sample t test	8.304	1168	.004

0.05 is the pearson Chi-square value therefore the null hypothesis is rejected. There is a significant difference between the opinion on achieving self actualisation in a particular job and it's gender.

Null Hypothesis: There is no significant difference in the mean score of level of agreeability towards the determination for self-actualisation among the age groups.

Table 5: ANOVA – Determinants of Self Actualisation and Age

		Sum of Squares	df	Mean Square	F	Sig.
Purposeful work	Between Groups	145.760	3	48.587	45.898	.000
	Within Groups	1234.309	1166	1.059		
	Total	1380.069	1169			
High remuneration	Between Groups	35.437	3	11.812	11.682	.000
	Within Groups	1179.049	1166	1.011		
	Total	1214.486	1169			
High engagement in job	Between Groups	112.961	3	37.654	44.745	.000
	Within Groups	981.217	1166	.842		
	Total	1094.179	1169			
Work-life balance	Between Groups	22.838	3	7.613	6.360	.000
	Within Groups	1395.774	1166	1.197		
	Total	1418.612	1169			

The null hypothesis is rejected since p value is less than 0.05, There is a significant difference in the mean score of level of agreeability towards the determination for self-actualisation among the age groups. Among the age groups work life balance and purposeful work is identified as a much higher requirement for achieving self actualisation.

VI. FINDINGS AND RECOMMENDATIONS

The findings suggest that majority of the respondents from different sectors agree that self-actualisation can be achieved in the workplace. Further the findings found that purposeful work and work-life balance as the major determinants in achieving self-actualisation. The study also found that the vocational jobs are the most favoured place where a person can express his full potential and become highly motivated in doing it.

VII. CONCLUSION

From theory and research we can know that the strongest correlation to high employeesatisfaction and engagement are based upon the intrinsic factors. They may include growth, accomplishment, meaningful work, recognition, and autonomy. The self-actualisation will become far from achievab when an organisation concentrates on extrinsic motivators instead of the intrinsic motivators. For example, when an employee competes for bonus pay or promotions rise, this will leads individuals to feel an achievement for work what they care for, but instead feeling achievement in comparison with another employee. This is why in the kinds of work such as business sector, private sector and government sectors, the possibilities of achieving self actualisation is very low as there is a continuous competition for achievement, though the study found that it is possible to achieve self-actualisation in such places. Mostly these kinds of jobs prohibit another essential condition for self-

actualisation, that is, the ability or willingness to accept oneself for one's his own strengths and weaknesses. This is another major reason why in vocational jobs the possibility of expressing one's full potential is more and the person is highly motivated as a result. Therefore by bringing in purpose in the workplace and the necessary place to express the employee potential in the workplace the organisation can highly motivate the employee in the work.

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