

Maslow Pyranid – Possible Interpretation

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Abstract

Pyramid of human needs while life expectancy made by Abraham H Maslow in 1954 developed five key needs and presented graphically as a pyramid, was taken by all specialists in the field, supplementing it or modifying its graphical form, adding other human needs, but generally it is the same, as presented to Maslow.

Careful study requirements (needs) a person in real life context, we see that the model proposed by Maslow does not correspond to reality, in many ways: the graphical representation of how, at the enclosure that does not allow human and spiritual aspirations integration with the cosmos, the accumulation needs during a life is cumulative, that being in the top at the end of life expectancy and not based on how they presented Maslow. Finally Maslow does not consider lifecycle to a person: conception, birth, development, death, integration-divine cosmos, reincarnation. For these reasons the study purpose is to create a new model that will eliminate all these shortcomings of representation proposed by Maslow pyramid.

Keywords: Maslow Pyramid, Need, Spirituality.

Method and methodology

Research study was conducted by national and international literature.

Results and discussion

There are several motivational theories based on human needs. Among authors who have developed their conceptions or theories mention: Taylor, F.W. - scientific leadership, Mayo Elton - Human relations theory, Murray H.A - Instrumentalist theories, Maslow A.H. - Pyramid of needs, Skinner B.F. - Operant conditioning theory, Frederick Herzberg - dual

factors theory, Clayton Alderfer - ERG theory, Vroom VH - Expectation theory, Adams J.S. - Equity theory based on the theory of cognitive dissonance Festinger L. and the list goes on.

In 1969, Clayton Alderfer developed the ERG model which includes three needs:

- existential needs are met by decent working conditions, safety, adequate salary;
- relational needs - involving the informal and formal relationships with colleagues, friends, bosses and subordinates;
- development needs relate to the aspirations for growth, development and fulfillment of human creative potential.

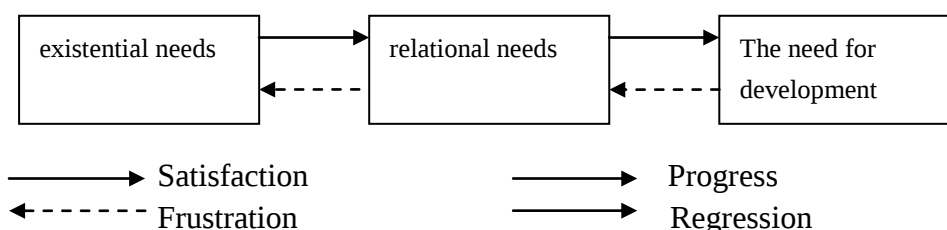


Figura no. 1. The model developed by Clayton Alderfer

The Clelland's achievement motivation left Maslow's model and focused in particular on higher needs, namely those of affiliation, power and achievement that the behavior of an individual's role.

People characterized by the need to seek membership, predominantly, collaboration, friendship, love, often conforming to the views of others. They are motivated to close and lasting relationships and professional activities that they match those in social services and counseling. As the need for power, this is manifested by the need to control the environment of people in contact with the subject.

McClelland has established two forms of this need, one being given by personal power - which means control and domination of others as an end in itself, without being concerned with the goals of the organization and other institutional power - if that influence and domination of others are ways in which organization's objectives are achieved. Regarding the need to achieve it should be noted that people who have such a need, want to prove competence to excel in an area to perform tasks. Money is a powerful motivator, but especially in the sense that symbolizes rewarding goals fixed.

Tasks sought by these people are of medium difficulty, they assume responsibility, failure does not discourage, expect feedback on the performance achieved and tend to new situations involving moderate risks. Specific procedural theories is that they focus on processes or psychological factors that influence the motivation of trying to explain how this occurs. These are called cognitive theories, because they are interested in people's perceptions of the environment in which they work and how they understand and interpret it. In this includes expectations theory - the theory developed by Victor Vroom and equity, belonging to Stacy Adams.

Vroom's expectations theory, assumes that the intensity of individual effort in an activity depends on the amount of reward they expect to receive. Human interest in any business is to maximize profit and minimize its losses (effort, time, etc..). The theory in

question is cognitive in nature, based on a rationalist conception of human and economic, that people make decisions by selecting and evaluating alternatives known before they offer the

greatest advantages. Expectations theory is based around three basic elements: expectation (relationship effort - performance), instrumentality (performance-outcome relationship) valence.

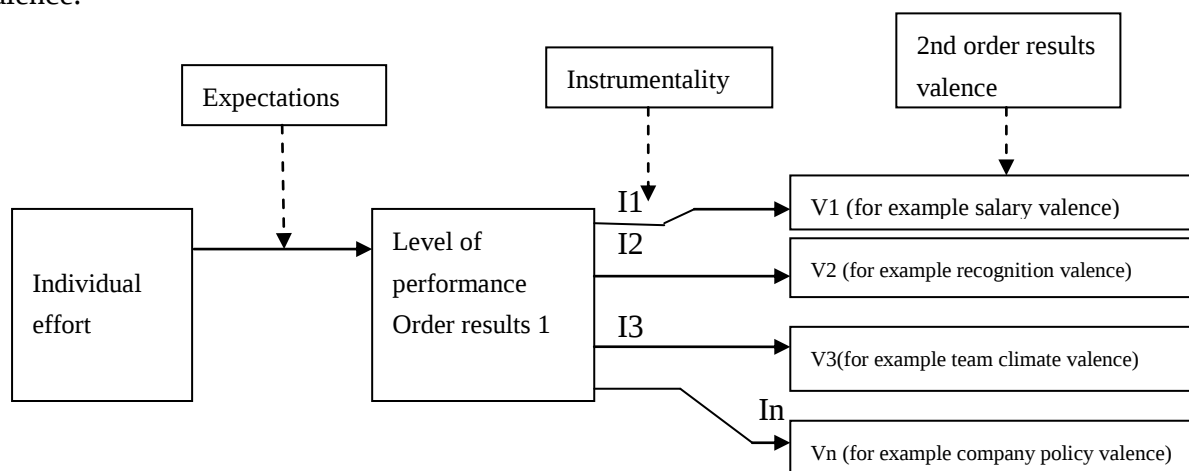


Figure no.2. Vroom's model (adapted from McCormick & Ilgen, 1995)

The link between effort and performance, making the effort Expectancy is the probability that the activity would lead to her fulfilling a certain level of performance. Waiting for an employee refers to the perception that effort leads to performance and this is influenced by employee skills, the resources available and the clarity of objectives.

In Adams's equity theory components of an organization's effort to compare their work with the effort of others, that rewards obtained rewards received by others. If these comparisons are charged a fair report, it is considered that there is a situation of equity, a right relationship organization-employee exchange. The perception of an unequal situation is induced a state of inequity. Negative tension generated by the perception of inequity motivates people to act to restore equity, says psychologist Stacey I. Adams.

This theory shows that people are interested not only the value of rewards received and produce them justice but also granted, in comparison with what others are offering. According to the theory considered when individuals perceive a relationship of unequal exchange to reduce the tension that they can choose between six ways or tactics to restore equity:

- change effort by increasing or decreasing it;
- change rewards obtained (demands for change salary, status, recognition);
- cognitive distortion on the efforts and rewards, that distorts their perception of their own efforts and rewards;
- leave the exchange relationship.

Act on others in several ways:

- trying to determine changes in behavior to others;
- distort the perception of effort and rewards others;

- can cause others to leave the relationship;
- choose another person or another group for comparison.

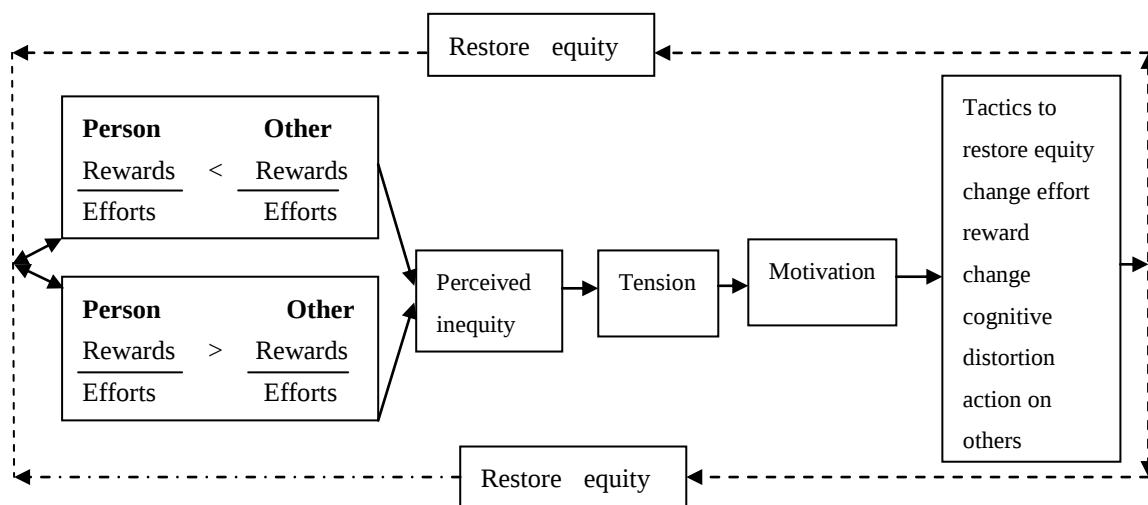


Figure no.3. Stacey Adams Equity Theory

People can compare with friends, colleagues, neighbors, members of other organizations or those organizations that have previously held positions. The choice depends on the part of comparison that the person has information about the landmark and its attractiveness.

Abraham Maslow was born on April 1, 1908 in Brooklyn, New York. Maslow's hierarchy is a theory in psychology, proposed in 1943. In 1954 Abraham Maslow attempted to synthesize research on human need and motivation. Maslow later extended the idea to include his observations in further research. Theories focus on describing all stages of growth in humans. Maslow studied what he called exemplary people such as Albert Einstein, Jane Addams, Eleanor Roosevelt, Frederick Douglass rather than mentally ill or neurotic people, writing that the study of crippled, stunted, immature, unhealthy specimens can produce only a psychology and a philosophy denies ^[1]. Maslow studied 1% of the population while a student at college. ^[2] Maslow's theory was fully expressed in his book *Motivation and Personality* in 1954. ^[3] Abraham Maslow developed a theory of human personality with influence in several areas. The hierarchy of human needs, according to Maslow, has 5 levels:

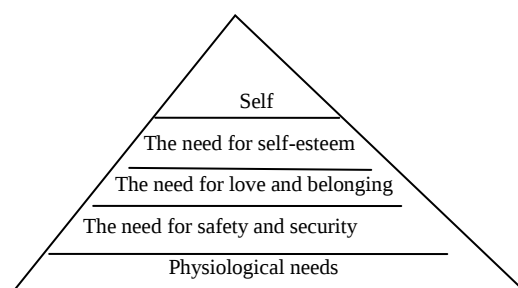


Figure no.4 Maslow's pyramid with five levels

According to Abraham Maslow, one in ten people feel intensely the need of self.

In the literature the main needs are placed at the bottom and climb to The top of the pyramid, the main importance decreases. According to the concept of Abraham Maslow

observed, if unmet needs in the levels of the pyramid is tried without success needs located at the upper levels.

In 1980 Maslow added three steps to the pyramid of needs:

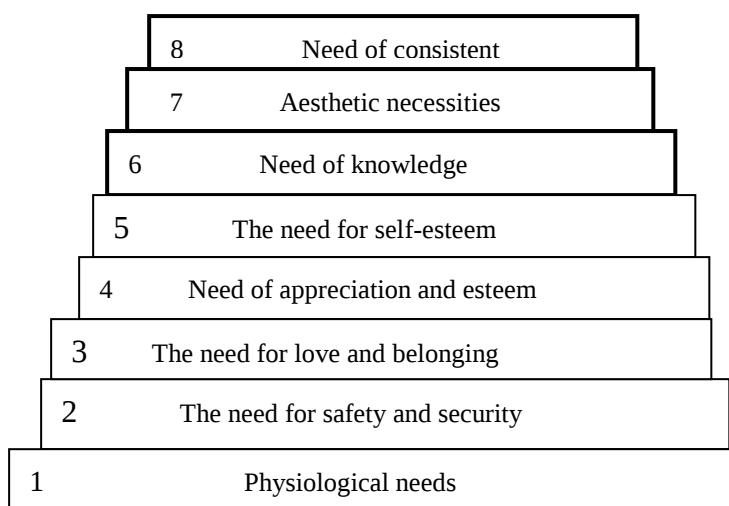


Figure no.5. Maslow's Pyramid eight-speed

Leadership Institute Center Maslow pyramid looked from another perspective: ^[4]

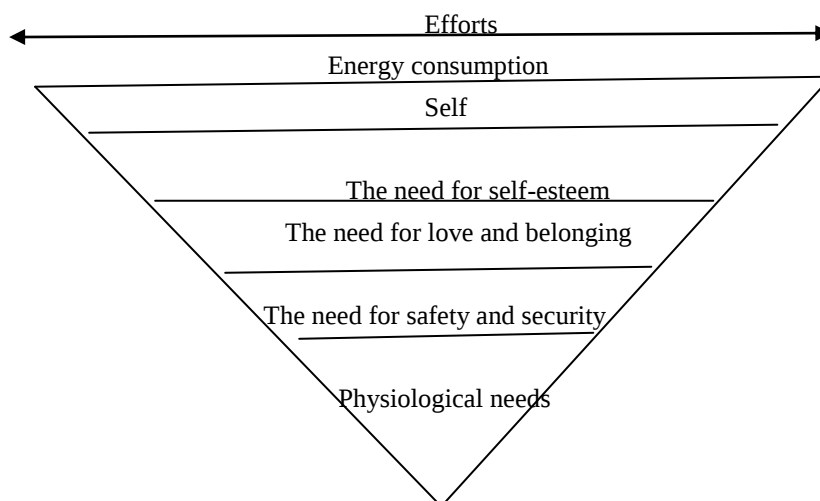


Figure no.6. Maslow's pyramid reversed

Physiological needs are basic needs of the human body: food, water, sleep, shelter, etc. They are dominant when they are satisfied to an acceptable level. In this case no other need not be the basis for motivation.

Safety and security needs include the need for stability, protection against disease, physical injury, the economic disaster, occasional and unpredictable factors, the need for

structure, order and law. The need for security is active and dominant in special cases such as war, epidemics, natural disasters, disruption of society, economic crises, neurosis, chronic negative situations.

Social needs are related to man's social nature. Maslow originally referred to them as belonging need. Social needs are manifested in the following forms:

- The need for affiliation refers to the desire to have friends, associates, to associate with others. The individual seeking the company of other people or in small groups, informal or formal organizations.
- The need for affection is a universal social need and is manifested in two directions: from individual to other individuals and from individual to others.
- The need for cooperation is one of the most powerful human needs resulting from the need for affiliation. Within organizations occurs mainly through teamwork.
- The need for esteem needs in two groups defined according to the angle of approach may be internal or external. In terms of internal esteem need include desire for power, achievement, confidence, independence, freedom and in terms of external desire for reputation or prestige, status, fame and glory, recognition, dignity and discretion. Meeting these needs leads to self-confidence, awareness of self, feeling of being useful and necessary in the world.
- The need of self (self-actualization) is a person's desire to achieve a unique personality in line with its potential and the limits imposed by reality. Satisfying this need allows the individual to realize their potential and capabilities at its disposal, while others will lead to increased needs.

If no need is not satisfied, those at the bottom must be satisfied first. Once a level of need was satisfied to an extent acceptable, it can become operative next level. A need once satisfied ceases to be motivating. Higher needs, especially personal ones, are more powerful motivational aspect and lower than their effect is longer. Maslow argues that the basic needs there are certain preconditions. Without their existence needs can be met. Threats to the existence of acts. Specialists include two conditions between needs, resulting in a pyramid with seven levels. The two conditions are:

- freedom of expression and investigation, which refers to the existence of social conditions that allow a person to express themselves freely, to investigate, to seek new information to defend themselves, etc.
- need to know and understand: to acquire and organize knowledge about the environment, to satisfy curiosity, to reflect, experiment, explore.

But needs are interrelated and need to find their maximum expression of self, which is the extent to satisfy the growing need for lower levels. Higher order needs does not necessarily in order of hierarchy. At one time can be active at several categories of needs.

Maslow noted that rigid hierarchy of needs should not be regarded as order needs can vary from person to person. Hierarchy of needs depends on personality, social-cultural environment and successes or failures of the previous person.

But to meet these needs we need a budget form.

There are two basic behaviors for the needs of budget allocation presented in Maslow's pyramid: allocation from the bottom; allocation from the top downward.

Present some feature of the budget allocation to peak:

- The first priority list are needs for survival;
- After fulfilling these needs are financial obligations;
- If there are any money, they will be distributed to the rest needs;

This behavior provides a physical and financial survival, ensures stability and minimal stress.

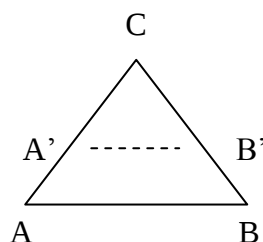
Characteristic peak allocation – based:

- On the list of priorities are the needs of themselves;
- For those with a low level of earnings produces an undermining of physical survival;
- For those with a high level of earnings without undermining financial security.

This behavior produces periodic threats of insolvency. Although it seems oriented towards hedonism, this behavior produces a continuous state of stress caused by fear of loss of personal status and financial bankruptc. According to Maslow's pyramid is the first step of physiological needs, and the last step is self-realization. In Romania, the last step is inaccessible, the energy consumed to meet the needs of the first steps of the pyramid.

The ERG differs from Maslow's, being more flexible (Arnold, Feldman, 1986), he believes that more needs can be active simultaneously demanding their satisfaction. Also, moving between different levels is possible in both directions, ie, if a need for a higher level is not met then perhaps become more important and one of the base. For example, in the organization, if an employee fails to meet the development needs by taking on new responsibilities when he can meet the demands for higher wages to meet their existential needs.

But do not consider adequately the needs pyramid model used by Abraham Maslow pyramid because the word makes you think of the geometric figure that is triangle shaped with a sharp point (C), consisting of AC and BC limits.



The intersection of these sides, or C, we have a point, it would be to find the needs, but reduced to one. Is this only desire, accede to the absolute spirituality? It would be a statement less hazardous, since the beginning of XXI century until they were identified by Abraham Maslow just five steps, remains a blank space in the triangle A'B'C unoccupied needful, just busy pyramid trunk AA'BB '. This space can not be called pyramid in geometric sense but metaphorically. Point C of the pyramid could be defined as "unfinished", because what people derive from each other in chronological order and sequence. Such a desire is a derivative dn some first order

$$dn = d (dn-1) \quad (1)$$

In general desires are related to people and evolve with age. A certain desire d_n the age of n years will be a function of

$$d_n = f(d_{n-1}) \quad (2)$$

But such n is life expectancy in which a person is equal on average 75 years, that at that age is no longer man and with him gone and those needs. So, the needs of hard or impossible to occupy the whole space, until the top. In this case, it was planned and other necessities discovered that the person will try to overcome economic environment supported by a performance and distribution.

The literature that human society needs 1-2% of the total population that can be claim necessities elite performance closer to the top of the pyramid, with the rest of implementation remain personal necessities to the person's development.

It seems closer to reality as the term of the pyramid, to be replaced with "the model in steps or in the scale model". In this case, the final point C disappears pyramid model, which leads to the conclusion geometric error, the time when T corresponding to point C, the needs would disappear, which practically corresponds to physical death and spiritual order of needs starting on another plane of existence.

The advantage of this method is:

- Not ultimately lead to the disappearance of needs;
- You can add other necessities that will generate the knowledge society;
- Do not restrict the requirement as it adds other requirements by excessive concentration;
- The model allows a presentation close to reality of needs;
- Link the needs of the time factor, ie age, during which the needs can manifest;
- Establish a fixed term which can manifest necessities such person claiming to act.

Advantages of representation:

- All the needs are equally important in terms of the person who manifests;
- You can add individual desires, without reaching the point of the pyramid;
- All necessities is manifested during life.

The Maslow pyramid schemes, not taking into account the wishes of the accumulation time, not excluding the one previous, reaching arithmetic progression with "rate" of necessities:

$$T_t = \sum_{n=1}^n t_n \quad (3)$$

where: T_t - total necessities;

n - total number of necessities in life;

T_n - unique necessities.

The advantage of this model is that while it consolidates the needs, not to exclude the previous timeline.

This accumulation of needs, that person can quantify and rank, giving relevance and the spiritual order, the rest are currently using them. But in any case they do not disappear throughout life. Pyramid has the meaning space, it is difficult to represent a flat sensory representation units.

Following investigations suggest that human needs for development are represented as follows:

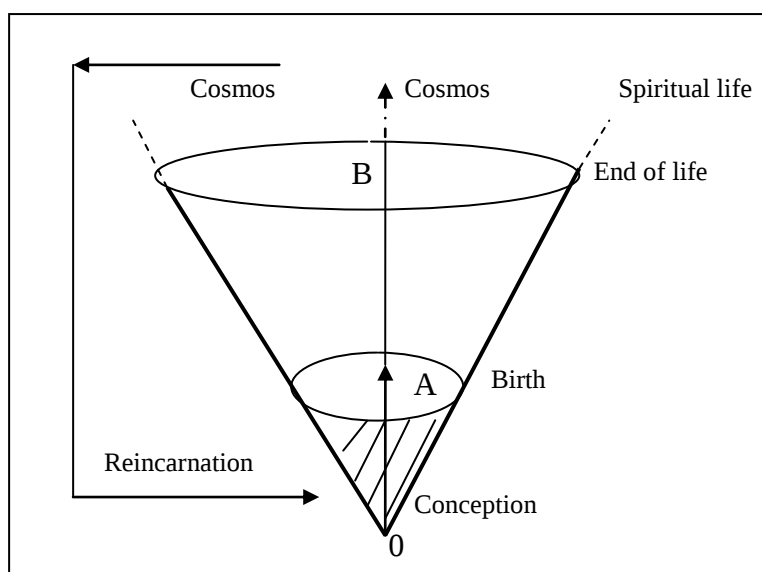


Figure no.9. Representation as to funnel human needs conception to rebirth

The advantages of this model of representation:

1. Includes all stages of life, based on individual design, birth, growth, death, passing the cosmic world and return in another life, under religious concepts;
2. Allows a successive development needs based on those of the embryo, which if not met properly have serious consequences for physical and mental development of the individual and to the spiritual level of cosmic becoming, crossing into another plane of vibration;
3. Needs accumulate over time, none is excluded funnel type representation can be distinguished, because no need does not disappear during life;
4. Representation based on open funnel type offers the possibility of moving in space needs, essential requirement for each person;
5. From the cosmic plan, "soul" is able to return in another form and manner as the top funnel, namely zero, starting point of life, according to religious concepts in the contemporary world;
6. Representation of human needs as the funnel, is a unification of the entire life cycle, survival-related material and spiritual needs in a logical and consistent representation of the real cycle of life;

7. High spiritual component in the cosmos, the subtle energy connect with Chi in Chinese philosophy, which underpins the human relationship with the cosmos, even though this is far less known;

8. Space falling trend in the rise and development of individual needs may be contained in the hopper, identified in the future, since the rise to the cosmos is infinite, allowing any development in human energy levels because energy mechanisms are improving by the submission of the N1 to higher level N2 and up to the infinite N.

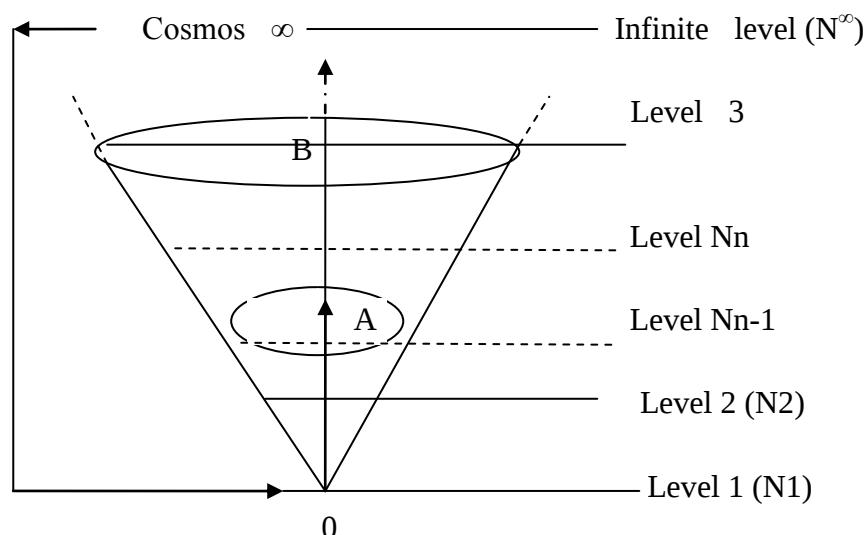


Figure no.10. Representation of energy levels as a funnel needs human

Progressive efficiency of energy transfer between trophic level some Nn and its previous level Nn-1, resulting in Linderman's office, in the form of in equations:

$$\frac{\lambda_n}{\lambda_{n-1}} > \frac{\lambda_n}{\lambda_{n-2}} \quad (4)$$

where λ is the energy transfer efficiency whose value does not vary more than 10% from one level to another.

In this case, we have:

- Input from the external environment for physical, intellectual and spiritual;
- Outputs and performance as values in education, profession, innovation, becoming spirituality;
- Education needs (N):

$$N = \sum_{i=1}^{\infty} N_i \geq 1 \quad (5)$$

• Requirements of human development, a phenomenon seen as entropic open, where entropy changes come from two sources: $de S$ - the flow of entropy from the outside and $di S$ respectively entropy production within the system of irreversible processes of evolution;

• The requirements of human development: import, export, processing raw materials and export finished products, profit (development, recognizes official, etc.).

In conclusion

Flat representation is not a pyramid but a triangle isosceles with sides $AC = CB$, which is a closed flock where all individual needs throughout its lifetime. This representation triangular

pyramid called the wrong (or only one side of a pyramid), is totally inadequate representation of complex phenomena, dynamically changing objectives over time, the evolution of a human person;

Development need to accumulate over time and can not be reduced as suggested by Maslow's pyramid. In other words, no need based on the food and to the recognition of worth, not eliminated, while one of them was made. They accumulate over time throughout the life expectancy of the person;

Peak C of the triangle ABC, would symbolize the "death" of the individual and the individual so before he died, there needs nothing, everything is concentrated at a point C, which does not correspond with reality. The individual retains the same needs, including those related to esteem that had accumulated over the life;

Triangular representation does not allow the individual to plan three vibration at the next higher plans and four and five vibration to be confused with the subtle energy of the cosmos, to becoming the spiritual;

Among human needs are not in the top C of triangle ABC essential needs related to spirituality Divine escape from the material world of matter in that system;

Maslow exclude a particular stage of human development and the embryo, from conception until birth, intrauterine growth phase of the individual who needs some needs that are found in the period after birth, as some researchers, that are provided by the environment outside (the mother);

Maslow's pyramid stops at the point C of triangle ABC, not to take account of the death-life-death cycle, that chatterbox Continuity of life on earth;

Representation type funnel fits individual needs and development rising throughout the design life cycle-birth-death-reincarnation through cosmic energy.

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