



# A Theoretical Focus on Working, Women in India Under the Maslow's Need Hierarchy Theory

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**Abstract :** The 21st century witnessed women's participation in every aspect of society. In the olden days, women were confined to their homes, whereas now they work in almost all fields, moreover women's in the top level management that is administrative levels, middle level or executor level, and lower level which is the operative level. However, they face difficulty to balance their professional and personal life. The variables like the size of the family age of the children, the work hours, lack of sufficient remuneration, and the level of social support influence working women.

In India women's participation in the labour force is low, only 18.6% of women work in various sectors which is three-time lower than man says Periodic Labour Force Survey (PLFS) in 2020. The majority of the Indian Working women are unskilled and also struggling to balance work-family life. This paper attempts to relook into the established approach and tries to assess the suitability of the need hierarchy theory of motivation based on Indian working women.

**IndexTerms - Working women, work- family life, Labour force, need, motivation**

## I. INTRODUCTION

Abraham H Maslow, the famous American psychologist has classified all human needs into five groups according to their importance. Motivational factors play a vital role in enhancing employee job satisfaction; this will result in improving organizational performance. Maslow theorized that people had five types of needs that are activated hierarchically. Higher needs in the hierarchy begin to encourage people to feel sufficiently satisfied with their previous needs. A higher level of need triggered his or her to perform effectively. Need hierarchy theory varies between men and women. Women were forced to sacrifice their needs due to certain circumstances especially working once.

## II. HISTORY AND EXPLANATION

Abraham Maslow clinical psychologist introduced this theory based on personal judgment. The "Motivation to work" he focused mainly on the outlook of organizational objectives thereby understanding the behavior and needs of the employees however these needs should be betwixt men and women. This article portrays the motivation theory of Maslow in contrast to the Indian working women's needs hierarchy. This theory is based on the assumption that there is a hierarchy of five needs within each individual, and the necessity of needs in women varies compared to men. The five needs that rationalize the needs of women are as follows.



Fig. Level of need hierarchy theory: Maslow

### 1) Psychological need

These needs are highly essential for human survival and maintenance of human life such as air, food, drink, shelter, clothing, warmth, sex, and sleep. Basic earnings that are accrued by Indian women mainly from unorganized sectors which is the very lesser amount that can purchase low quality and quantity of food items which is less than that of a required calorie. Paying the water bill or using bore water is another expense from the mere revenue. Shelter majority of them are does not have their own house hence need to pay rent or residing a colony under unsafe conditions. The need for relaxation is also difficult due to household chaos once she returns from the workplace, taking care of the children, elders, and home is considered only her responsibility. Sex is considered a basic need even though, she is a victim of forced sex or sexual harassment it comprised, upper, middle, and lower-class women. Hence, all the basic needs of the women remain unfulfilled or it took several years to accomplish.

### 2) Security or Safety needs

Needs the aim to ensure that the person will be able to meet psychological needs not only in the present but also in the future. Job security is the main problem faced by Indian women, especially at the time of marriage and pregnancy. After marriage women are urged to quit work, because of family pressure and also during the time of pregnancy. The woman may lose her job if the employer denied maternity leave; family demands to stop the work, and look after the newborn, etc are further pushed back women from the job. Another problem related to social security was the disparity of income distribution between men and women in the job mainly reflected in their wage and salary appropriation; in India it has a considerable difference in earnings for the same work. Moreover, the Pension plan for an unskilled, semi-skilled person in an unorganized sector is not practical in India. Physical security, safety from illness accidents, and sexual harassment in the job are also included issues of security.

If all these security and safety parameters are satisfied by a women worker then only she gets to be ready for work and not even attempt to reach further levels of the need hierarchy. Safety in the workplace is rather important than that of remuneration hence inequality in the income distributions is not significant here. Saving from the mere earnings attitudes shows women thrive in safety to meet contingency situations in the future. Security in the tenure work and workplace safety is the key factor that attracts women to work.

### 3) Social need

Social needs are related to the social nature of people and their need for companionship. Social needs include love, affection, attention belongingness, and social acceptance but the woman in India tries to maintain a family relationship, so all these emotions they showed only towards her family. Teamwork and companionship are also there but up to a certain extent. Failure to maintain a healthy relationship in the workplace affects poorly the organization's objective.

### 4) Esteem or Ego need

Most Indian women do not even get any consideration and recognition from the family where they belong. An odd number of women-only reach up to this level even though they are highly capable. Colleagues and co-workers can increase productivity by helping each other in workplace interaction; nevertheless, support and recognition from peers colleagues and subordinates are associated with women workers comparatively less than men. Career advancement is much more complicated for females who needed to work harder than their male peers to earn praise or recognition. Man's implicit negative self-esteem impacts the success of women negatively both in career and personal life.

### 5) Self-actualization need

Is the need of the highest order, limited woman employee-only reaches till this position according to Maslow this need is found in a person whose first four needs have already been satisfied. Various barriers pull her backward such as lack of social support, family burden, child-rearing, and safety issues are the major problem for women employees in India. Countless studies show that men prefer male over female bosses.

### III. CONCLUSION

This article can be concluded that after analyzing various factors based on the need hierarchy theory and observation of data from several sources, the need for women to acquire jobs is not similar to men. They focus on basic needs moreover, security of herself and family while selecting an appropriate job, other elements such as social, esteem, and self-actualization need does not have enough relevance. Hence women's labour particularly in India has not strived on achieving higher levels of need rather than considering their families. The main concern was safety at the workplace, travel problem, lack of social support, and distance from home to the worksite, which are obstacles to more responsibility to taking higher levels of the need hierarchy structure. Due to insufficient time, the responsibility of the child and home, issues in the personal life management, etc, women employees may quit their job either reluctant to take promotion to reach a higher level of the organization based on the need theory, is not only in Indian but also in the world. So large proportion of women labour remains at the same level where they felt safety and security during the entire course of their professional life not even trying to take promotion to reach a higher level of the need as they find enough satisfaction in the need already accomplished. Application of Maslow's need hierarchy theory has only a poor possibility in the scenario of Indian working women who works in different organization across the nation.

### References

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