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ADMINISTRATIVE AND PROGRAMING PLANNING IN EXTENSION (AXR520)

ANSWER

According to smith and cronje (1992) the way maslow,theory is explained relies on the fact that people want to increased what they want to achieve in life and their needs are prioritized according to their importance . deriving from the hierarchy of needs by maslow content theories of job satisfaction revolve around employees need by maslow content

Based on the physical biological social and psychological needs of human beings the maslow came up with five stage theory that places the needs of the individual in different categories and prioritizes their attainments . these categories in order of decreasing priority are

. physiological needs ( food shelter clothing)

. safety and security needs (physical protection)

. esteem needs (receiving acknowledgment from others)

. social needs (association with others )

. self –actualisation needs ( the desire for accomplishment or to leave behind a legacy}

Maslow hierarchy of needs from the basis of theories that try to explain job satisfaction teachers like all people have needs that have to be satisfied besides the basic needs for food shelter and clothing , safety from physical harm and social interaction , they also need the recognition and appreciation of students colleagues and parents

IN RELATIONSHIO WITH SUBORDINATES IN WORK PLACES

There are two parts of stages in working places

.INTRODUCTION : IN all enterprises whether private or state owned motivation plays a key role in driving employees towards achieving their goals and to certain extent the dreams of their nation . there are many theories of motivation , and they mostly give a relation or influences the outcome of employee job satisfaction

MOTIVATION: defined motivation aa a pleasurable or positive emotional state resulting from the appraisal of ones job experiences

2 departmentalization refer to the process of grouping activities into departments division of labour creates specialists who need coordination is facilitated by grouping specialists together in departments the criteria of a departmentalization are

. Functional departmentalization: grouping activities by function performed activities can be grouped according to function. Work being done to pursue economies of scale by placing employe with a shared skills and knowledge into departments for example human resources , IT accounting manufacturing logistics accounting it can be used in all type of organization group activities in accordance with the function enterprise

Product departmentalization: grouping activities by product line ccs can also be grouped according to a specific product or service thus placing all activities related to the product or the service under one manager each major products area in the corporation is under the authority of a senior manager who is specialists in and is responsible for everything related to the product line example a company that uses product departmentalization and his product lines include women foot wear

.customer departmentalization: grouping activities on the basis of common customers or type of customers . jobs may be grouped according to the type of customer . served by the organization the assumption I c s that customer in each department have a common set of problems and needs that can best be met by specialists .

Geographic departmentalization : grouping activities on the basic of territory. If an organization customer are geographical dispersed , it can group jobs based on geography . for example the organization structure of coca-cola has reflected the company operation in two board geographic areas – the North American sector and the intentional sector, which includes the Pacific Rim Tc Cc the European community , north east Europe Africa and Latin America group

Process departmentalization : grouping activities on the basis of product or services or customer flow because each process requires different skill process departmentalization allows homogenous activities to be grouped together . for example the applicants might need to go through several departments namely validation licensing and treasury , before receiving the driver license