Maslow's Need Hierarchy Theory has a very wide appeal because of its potential to explain human behaviour and motivation, and the scope for making universal generalizations. It has stimulated much research in psychology and other social and behavioural sciences. The number of studies which have used Maslowian postulates in explaining their findings is still larger. The theory has also led to development of a number of models to understand organizational behaviour and motivation at work. Prominent among these are McGregor's model and Herzberg's two-factor theory. Despite its popularity at its application in management and other areas, the fact remains that very few attempts have been made to empirically evaluate Maslow's propositions.

The research to evaluate Maslowian propositions suffer from certain handicaps. The methodology that was used to derive these propositions was clinical observations. Maslow gave only broad notions of need satisfaction, need deprivation, need importance and the hierarchy of needs. Attempts at operationalizing the same for evolving measures of strength and satisfaction of needs have led to not only the use of divergent tools but also the nature and number of needs measured by these tools vary from study to study.

Inspite of the formidable task of evolving appropriate empirical methodology for the validation of Maslow's theory, and the
inherent limitations in researches to determine causality, attempts need to be made to examine Maslow's propositions as thoroughly as possible.

The present study is an effort at generating data on basic Maslowian propositions. An attempt was made to incorporate the suggestions and experiences of other researchers in the choice of tools and techniques that might help in the validation of the propositions. The report describes the findings and the methodology adopted for carrying out the study to answer some of the questions related to Maslow's need hierarchy theory.

The first chapter of the report deals with importance of motivation and the role of needs in it. Maslow's theory and the literature on it has been reviewed. This chapter also provides justification for the issues chosen for investigation.

The second chapter on methodology reviews the available tools and techniques for assessing the level of satisfaction and strength of various needs. This chapter also describes the methodology adopted for measurement of needs, selection of organizations and subjects as well as the procedure of data collection. A few innovations which have been made in the methodology for validating Maslowian propositions have been described in this chapter.
The third chapter describes the statistical treatment of data and the obtained results. Some innovations made in the statistical analyses for validating the Maslow's need hierarchy are also described.

The fourth and the last chapter includes the interpretation of obtained results in the light of findings from other researchers, explanations to some question which emerged out of the findings, general comments and guidelines for further studies.

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