

Maslow's hierarchy of needs or the Maslow pyramid is a psychological theory presented by Abraham Maslow in his research paper *The Theory of Human Motivation* in 1943 in the journal *Psychological Review*. In addition, performance management is an organization's process of aligning its resources, systems and staff with strategic goals and priorities, which focuses on performance-based pay and provides ample educational opportunities as well as a healthy working environment. In his famous article, "Another Time: How to Motivate Staff," his conclusions were of exceptional impact, and remain the cornerstone of good motivational practice after nearly half a century. Herzberg's findings revealed certain characteristics of a function consistently associated with job satisfaction, while different factors related to job dissatisfaction. If you create a healthy working environment but do not provide any satisfaction to your team members, the work they do will not be satisfactory yet. According to Herzberg, the factors leading to job satisfaction are "separate and distinct from those that lead to job dissatisfaction." Maslow then expanded his idea to include his observations on innate human curiosity, following his theory of the branch of developmental psychology that studies the development and growth of man during the various stages of his life. The remainder of this section describes the status of current knowledge about the consequences of parental leave policies, with an interest once again in evidence from Western Europe and Canada, as well as from the seizure of the United States, the continuity of employment and employment. In it, he studied the motivation of the people and concluded that it depended on three factors: expectation, equality, equivalence. Performance management includes activities that ensure the achievement of objectives in an efficient and efficient manner. Team-based incentives, incentives based on ESOP and equality.