

WHAT FACTORS BRINGS ABOUT EMPLOYEE ENGAGEMENT, MOTIVATION, AND RETENTION IN AN ORGANIZATIONS: MASLOW HIERARCHY IN PERSPECTIVE

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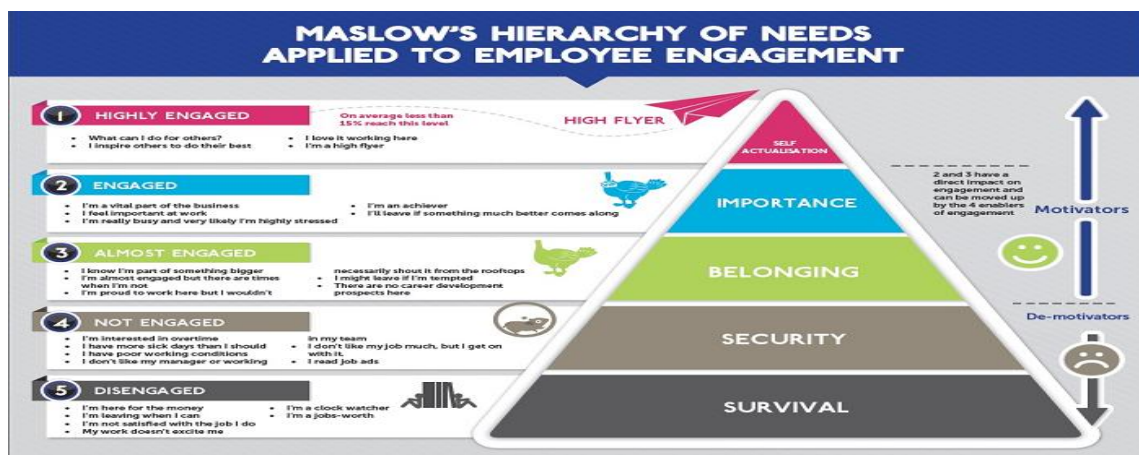
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Abstract: Work place motivation is a combination of positive energies that relay over into workplace culture and employee wellbeing. With a set combination of feelings and received interactions throughout the work environment thus encouraging a decline of retention and higher scales of employee motivation. This research discussed Maslow Hierarchy of needs as it applied to employee’s engagement and how that motivates them to performance well at the workplace.

Keywords: Work place motivation, positive energies, employee motivation, higher scales.

1. INTRODUCTION

This paper targets the key important factors of employee motivation and retention engagement, which have been contingent upon empirical and theoretical studies by different authors and scholars. Concluded through comprehensive and provisional study following the Maslow’s Hierarchy of needs with related elements developed and identified as instruments of important views and knowledge. Followed up with intense statistical analysis, accuracy, and legitimacy including construct efficacy of knowledge integrated within factor analysis. The analytic style of motivational factors highlighting leadership support or lack thereof, belongingness, self-actualization, esteem, safety, and/or physiological stance on an individual placement scale. With companies prioritizing or refusing to prioritize employee retention or need for consistent motivation studies will highlight authentic fluency on problem resolutions, operating cost as well as budget effect and company reputation. The following literature reviews will display higher levels of employee motivation in multiple dimensions.



2. REVIEW OF LITERATURE

The purpose of motivation is to encourage a particular outcome. Everyone has something that motivates him or her to do something whether it is a student studying longer for a chance at a better grade on a test, a worker coming to work early in efforts to earn more money or a jogger having daily runs to better their health. As you will read on some motivation is conscious and unconscious and this is determined by where that certain person falls on the Maslow Hierarchy of needs chart. Maslow's hierarchy of needs is a motivational theory in psychology totaling a five-tier model of human needs, often showcased in hierarchical levels on a pyramid scheme. When speaking of employees, you could say most falls within the belonging, they are comfortable and feel like they have a slot at the workplace, therefore they stay and continue. Some workplaces boost esteem with awards, bonuses, recognition at events or throughout the work place. With the economy being able to tank at any time some work just for the safety, their job is secure right now and they rather not take the economic risk to do anything else. Many people fall into a few slots at once on this chart. A worker can be motivated through physiological needs, safety, belonging, and esteem and self-actualization. With many aspects to employee motivation, we must keep open discussion across many platforms to determine the vast ways.

There has been plenty of research done based on motivation by scholarly sources outside of Maslow's hierarchy of needs. Another source includes Herzberg's (1966) motivator-hygiene theory has been very informative and sought after. This theory divides motivating factors into two sections: the motivating side covers job satisfaction and how that connects results from employees and their positive feelings toward their work. The second side, Hygiene factors: plays on to how job dissatisfaction connects employees to working for pay, status, security, admin practices and more. Herzberg displays the difference between positive motivation and negative motivation.

Motivation in the workplace to improve the employee performance: A literature review in 2014, Vinay Chaitanya Ganta, Jr. research fellow (Ph.D.) describes the phenomenon of Motivation is the workplace to improve the employee performance by uncovering conscious and unconscious factors such as individual intensity of desire or need, incentive or reward value of the goal, and expectations of the individual and of his or her peers. Touching on how employers must take out time to get to know their employees and how employee motivation has always been a struggle point for leaders and managers. Employees who are highly motivated carryout their job duties to the highest levels and expectations. Understanding the breakdown areas is key. Areas such as better team harmony, the job cares about cooperative relationships and understands the importance it has for the organizations success. Workforce stability, relying on staff staying loyal to the business by having partnership with management, using staff abilities and benefits from the company. Extrinsic and intrinsic motivations, receiving benefits from outside of the business such as status the financial gain for outside activities and such while also gaining from personal education and benefits from inside. Persuading your representatives is a sensitive and deliberate test that requires in excess of a yearly survey or writing a couple of notes in somebody's faculty record. Much the same as getting fit as a fiddle or learning another dialect, reinforcing the inspiration and execution dimensions of your representatives will not occur incidentally.

Here are several different ways you can improve execution and inspiration in your work environment. Representatives without objectives will be normally heedless. Furnish them with clear feasible objectives and ensure there are quantifiable gauges set up to assess their execution. Victor Vroom's work on anticipation hypothesis underpins the idea that representatives must comprehend what activity they are required to take and that it will yield the ideal execution. Your workers ought to comprehend what they are relied upon to do, how they are required to do it, and how they will be made a decision on it. Quick, ceaseless criticism tells a representative that their activities influence the organization. It is hard for you, and the representative, to recollect explicit episodes when worker execution survey time moves around. Objective setting hypothesis predicts (clearly) that workers are roused by defining objectives and by accepting consistent input on where they stand with respect to those objectives. Later research indicates exactly how persuading it very well may be when representatives realize they are gaining ground. Continuously be explicit in your criticism. For instance, rather than telling a representative he, "worked superbly," compliment him in transit he composed his introduction, the references he utilized, or his open talking style. He will be bound to apply these qualities to his next undertaking on the off chance that you call attention to out explicitly. A great many people are not spurred by adverse input; particularly on the off chance that they feel, it is humiliating. The main satisfactory spot to talk about a progressing, execution related issue or adjusting an ongoing, explicit mistake is in the worker's office or your own, with the entryway shut. Try not to consider redressing a

representative's act or conduct as correctional. Rather, think of it as a learning open door for the representative. Keep a receptive outlook, recall Deming's 85/15 rule, which recommends that a greater part of execution issues be in reality outside of a representatives control. On the off chance that it is something the worker can change, it is dependent upon you to show the issue so that he believes he can address the slip-up. Regardless of whether you let him know so amid a worker act survey, or in the lunchroom, a representative whose supervisor always calls him useless, or a spoil will feel a great deal of feelings. He will not, notwithstanding, feel especially roused to improve his execution. Present shortcoming or mistakes about, "I realize you can improve. You're savvy and able, and that is the reason I anticipate more from you." The impression of pioneers' trust is a key part of transformational administration. Urge your authority group to adopt this equivalent strategy when you are attempting to rouse your workers for a noteworthy occasion.

"Employee retention enablers: generation Y Employees", a literature review of 2015, Aurna, Anitha. Discussing the "daunting" challenges in retention of a generation of workers. Employee retention is the procedure of physically keeping worker individuals in an association, as it is one of the key essentials that are vital for hierarchical achievement. In a globalized domain, maintenance and commitment of high imminent workers is a gigantic test to associations particularly during high turnover rates. Largely, even drawn in workers are now and then disappointed with the results of authoritative execution, which may lead them to look somewhere else. Because of these reasons, this hypothetical paper researches inspirational elements that affect worker maintenance and looks at their effects on the two associations and representatives. This paper contends the inspirational elements that are pivotal in affecting worker maintenance are money related prizes, work attributes, profession advancement, acknowledgment, the board and work-life balance. Subsequently, associations ought to detail suitable maintenance procedures in an all-encompassing way to decrease turnover rates, and these require a dedication from managers, however it will be definitely justified even despite the interest in the long haul. Worker maintenance and commitment is basic for association since representatives are the main impetus to accomplish the advancement and achievement of the association's objectives and targets. Maintenance and commitment begin at the in all respects beginning times of the enlistment procedure. It is a ceaseless procedure as maintenance and commitment is influenced by practically all parts of the business and legitimately influencing the representative/boss connections around the globe. Notwithstanding the district, enlistment procedure and maintenance appear to endure the greatest shots.

Associations face an overwhelming test in maintenance of Generation Y workforce in a defenseless, unsure, mind boggling and vague circumstance. Their parental rose, feeling of get-now frame of mind and prompt delight culture. Most importantly, Gen Y, the new age presents an ultimate challenge for the organizations as to their retention. They will in general test new chances and the board choices; take a stab at more work life balance, and include in basic leadership. More or less, the way of life of Millennial are making testing inquiries and requesting fair answers, significant social collaboration, esteeming volunteerism and thinking about the general public. Twenty to thirty year olds are the following saint age and to be the ideal age. Thus, it has turned into an administration challenge for the administrators as how to deal with the age Y ability and use their potential as they are the advanced business pioneers. Their parental rose, feeling of get-now demeanor and prompt satisfaction culture. Mechanical associations have all encouraged the Generation Y to hold fast to soaring desires from the working environment. This investigation distinguishes the noteworthy components for holding Generation Y to be specific, tutoring, profession improvement, work fulfillment, comprehensive style of the executives, workplace and nature of working style. Distinct insights, connection, and relapse examination were utilized. The examination infers that associations need to overhaul tutoring backing and workplace maintenance systems. Inclusive style of management is a style of management which is wholesome and encompassing all the benefits that the employees need for. Previous generations relied on bureaucratic leadership and job security from their management. Gen Y intends to stay in an organization based on a constructive management, look for corporate socially responsible company, mutual respect and to be treated as partners (Weyland, 2011).honest and participative leaders and open minded managers. The young workforce is enthusiastic and ready to contribute to the organization through their suggestions, ideas, opinions and they also challenge the traditional mindset of organizational management and look for constructive management (Rai, 2012). They add value to the company by understanding how their everyday work has an impact on overall success of the organization. Generation Y look for companies that promote CSR. Gen Y seeks to have a mutual understanding with their leaders and they respect their leaders who are honest, straightforward and open (Rai, 2012). Generation Y seeks a participative leader who respects their views, listen to them, and make flexible in taking their decisions. Generation Y are enthusiastic to participate in decision-making process (Beck and Wade, 2004). They perform better to the managers who

are open-minded as they are not afraid to express their views. Workplace is an essential pre-imperative that an organization gives to the representatives which underpins them to perform better. The representatives of past age had extended periods of time of work time, work just at office, lesser innovative impact, lesser stimulation and no fun environment. Gen Y representatives have extraordinary desires from the associations in workplace. The parts of workplace that Gen Y anticipates from the organization are physically agreeable and socially improving condition; boundary less and open with break out spaces; innovation for dispersal of learning and excitement; web-based social networking; fun environment. The idea of working styles the qualities of a representative that he manages diverse sorts of work. The working style of past ages were focused on procedures not on results, subordinate in basic leadership, less opportunity in their work and pursued standards and guidelines. The idea of working style of Gen Y appears to have noteworthy minor departure from a standard with the back ages. The idea of working style of Gen Y are significant and testing work, performing various tasks, duty, work self-rule, opportunity, adaptability, hunger for work and weight, critical thinking abilities, and teaming up groups. Gen Y representatives bring all their positive aptitudes and characteristics to the work environment. They always strive for meaningful and challenging work (Baruch, 2004). The major aims of Generation Y are to play meaningful roles in meaningful work that helps others (Elkins et al., 2007). Hence, salary and status has not been preferred high by the Gen Employees, rather, they rely on a meaningful work environment. Generation Y are found to be multi-tasking in their work with high degrees of intelligence, confidence, and independence (Martin, 2005). According to the Bureau of Labor Statistics, 70 % of generation Y already possess part time jobs and work multiple jobs over their lifetime. Gen Y employees prefer doing the job around the clock if they are given a responsibility (Weyland, 2011). The young employees look for independency and autonomy in their work in making their choice of when and where to work (Weyland, 2011).

Basically, the paper has conferred at the theoretical system dependent on writing survey and the progression ahead incorporates, developing an instrument to quantify these particular attributes of Gen Y, which have totally advanced into new marvels and practice. These qualities have a completely new face as seen by the youthful age. These qualities should be contemplated in detail and the dimension of impact and pretended by them on worker maintenance is to be resolved. The outcomes would have huge advances and recommendations to associations as their workforce is quickly changing into Gen Y entertainers. As examined over, the critical variables affecting worker maintenance of Gen Y is concluded utilizing an intensive writing survey. The pretended by these variables on worker maintenance is displayed as a theoretical system, which requires exact confirmation. Measurable examinations applying SPSS are utilized to confer at every one of the targets proposed.

Exploring the Motivational and Hygiene Factors of Baby Boomers, Generation X, and Millennial in the Workplace. (Johns, Northcentral University 2017). The withdrawal of numerous ages in the working environment caught the enthusiasm of numerous modern/hierarchical brain science scientists. Human asset offices over the U.S. have not had powerful systems set up to show the executives how to oblige each age's particular needs. The particular issue that prompts the loss of profitability is the separation and turnover of workers. This quantitative bivariate straight relapse considers analyzed the connection among inspiration and cleanliness variables and laborer fulfillment among managerial help administration exercises, the executive's occupations, and assembling workers. Specialist fulfillment was utilized as a premise to frame derivations about dimensions of worker commitment or turnover purpose inside the setting of Herzberg's two-factor hypothesis of motivation and hygiene.

Herzberg's two-factor motivation and hygiene theory (Herzberg, 1987) posited that each Generation entering the workplace possessed clues as to what motivates them on the job and Keeps them engaged. Herzberg (1987) suggested the two-factor theory bolstered employee Engagement by way of workplace motivation as well as gave corporate leadership the Information needed to create strategies to hire, motivate, and retain employees. Herzberg also Determined that factors existed within the workplace that influenced job satisfaction and the Absence of a different set of factors influenced job dissatisfaction. The motivation factors that Intrinsically affected employee engagement was achievement, appreciation, level of Responsibility, opportunities for advancement, and job growth (Hershatte & Epstein, 2010).

Generation X. Generation X was born in a time that was experiencing a quickly Changing social climate that was the product of national unrest (Shuck, Ghosh, Zigarmi, & Nimon, 2013).

Generation X includes Americans born between 1965 and 1980. This generation was defined by events such as Watergate, the explosion of the Challenger, the collapse of the Berlin Wall, the turmoil on Wall Street, the beginning of the AIDS crisis, and unprecedented technological advances (Gursoy et al., 2013; Haynes, 2013; Shuck et al., 2013). Age X became an adult in a period of two-salary families, rising separation rates, and a wavering economy, in spite of the fact that they would in the long run enter the workforce amid the more beneficial financial long stretches of the Clinton organization. Ladies were joining the workforce in huge numbers at the season of their births, producing a period of "hook key" kids. Thus, Generation X is autonomous, clever, and independent. They esteem opportunity and obligation in the work environment. Numerous in this age show an easygoing scorn for power and organized work hours. They disdain being small scale overseen and grasp a hands-off administration theory.

Gen Ys—otherwise called Millennial - were conceived from 1981 to 1996 - like cooperation, input and innovation. They are very aware of the worldwide condition; liberal and tolerating of contrasts in race, sex, ethnicity, sexual introduction, and so forth. Socially cognizant. They are an age settled in innovation just as the quintessential multi-taskers who see how to expand and use the new innovation; they seek after a fair way of life and uniformity at work. The Millennial were defined by events such as increased violence in schools, the Oklahoma City bombing, increased multiculturalism, the war in Iraq and Afghanistan, reality TV, and ever increasing technological advances (Johnson, 2015). This generation was empowered by parents who taught them that everyone was a winner and everyone gets rewards (Bellé, 2013; Gursoy et al., 2013). They have reaped the benefits of the Generation X technological advances and information was readily available at the touch of a finger. Will in general be objective driven: they ordinarily should be given a dream for them to take a stab at disclosing to them what needs doing outcomes in long generation times, passing obligation or even lack of interest - in short if the objective isn't sold to them as being something other than an errand it very well may be hard to get them to do it. They are exceptionally individualistic, do not put much an incentive on normal hard working attitude and are not steadfast. They can likewise befuddle their boss' evident commitments toward their consideration while at work with parental obligation; this can make them qualified and troublesome for arrangement with regularly confounding the expert with the private. They will in general be very isolated as well yet in addition neighborly this makes for a pleasant working space however it is not in every case exceptionally beneficial. In any case, when they do discover a dream they can be extremely enterprising and inventive. Less focused workplace. Recent college graduates are infamous early adopters, anxious to investigate new apparatuses or explore different avenues regarding distinctive methods for performing standard undertakings. A significant number of us spent our evaluation school years blogging, texting, messaging and playing computer games to communicate and let loose a little; as youthful grown-ups, we proactively search out programming, applications and every day rehearses that encourage our "buckle down, play more earnestly" mindset. To use this pioneering frame of mind, experiment with various work "shifts," research and start utilizing another profitability instrument, or pick the cerebrum of an associate you appreciate. Endeavor to develop and sharpen your current work processes with the objective of making new, progressively powerful schedules. Gen Y specifically blossoms with constant criticism and mentorship. It is anything but difficult to expel this conduct as destitute or lethargic, yet positive guides and group arranged pioneers give specialists that are more youthful three fundamental things they have to remain drawn in at the work environment: setting, coordinated effort and imparted desires. Shuck et al., (2013) indicated Millennial are better educated than Boomers and

Generation X and this tends to put the Millennial at odds with the members of the older Generation. Millennial tend to approach work tasks like a game and because of their "everyone Gets a trophy" upbringing, they approach work with the mindset that if something goes wrong, it Can all be reset with the switch of a button (Shuck et al., 2013)? This leads to the suggestion Made by Johnson (2015) that Millennial will go where they were stimulated and if the job gets Boring, they lack loyalty to a company and will leave for what they see as a better opportunity.

This was reflective of the general mindset that they were committed to making a life and not just Making money (Shuck et al., 2013).

3. METHODOLOGY

While techniques might be named quantitative or qualitative, most strategies contain components of both. For instance, qualitative information examination frequently includes a genuinely organized way to deal with coding the crude information into deliberate data, and measuring intercede dependability. In a qualitative review and perception, you may

plan to deliver ethnographic information about the practices, social structures and shared convictions of a particular gathering of individuals. As this technique is not so much controlled but rather more interpretive, you should ponder your situation as analyst, considering how your cooperation and discernment may have affected the outcomes. The framework and the apparatuses, methods and materials I used to accumulate information and the criteria you used to choose members or sources derived from scholarly peer reviewed documents. Secondary research as a primary method used here, incorporates inquire about material distributed in research reports and comparative records. These records can be made accessible by open libraries, sites, information got from officially filled in studies and so on. Some administration and non-government offices likewise store information that can be utilized for research purposes and can be recovered from them. Optional research is considerably more perceptive than essential research, as it utilizes officially existing information, dissimilar to essential research where information is gathered direct by associations or organizations or they can utilize an outsider to gather information for their sake. In addition, to include slight foundation based on Social research practices, theories and patterns in modern form.

Social research is an examination led by social researchers following a methodical arrangement. Social research procedures can be delegated quantitative and subjective. While strategies might be delegated quantitative or subjective, most techniques contain components of both. The significance of social research is reflected in its capacity to give truth checked and well-approved responses to questions including human associations. Social research replaces the regularly exorbitant and tedious way to deal with deciding best-practice approaches through experimentation. The aftereffects of social research, which can be either subjective or quantitative, run from the factual information acquired from old chronicled records to a comprehension of the elements of everyday life in the advanced world.



4. DISCUSSIONS

Employee retention and motivation has shown employee maintenance includes different advances taken to hold a worker who wishes to proceed onward. A worker must secure his position testing and according to his enthusiasm to exceed expectations at work and remain with the association for a more drawn out timeframe. The administration assumes a significant job in holding the gifted representatives who know about the working states of the association and subsequently perform superior to the workers who simply travel in many directions. Motivation assumes a significant job in representative fulfillment and in the end worker maintenance. Nothing works superior to motivation. Inspiration goes about as an impetus to a person's prosperity. The group chiefs and the administrators should always propel the workers to extricate the best out of them. On the off chance that a worker has performed incredibly well, do value him. Basic compliments “really go far in persuading the representatives. The top entertainers must be in the spotlight. The

representatives must feel essential for the association. It is fundamental for the representatives to be faithful towards their association to convey their dimension best. Connect with the representatives in profitable errands fundamental for their general improvement. The administration must demonstrate its consideration and worry for all the staff individuals. The representatives must feel safe at the working environment for them to remain roused. At whatever point any organization arrangement is to be detailed, the supposition of every single representative ought to be thought about. Welcome every one of them on a typical stage and request their proposals too. Opportunity of articulation is must. Positive evaluations and incentives are likewise a significant method to spur the workers. The compensations of the entertainers must be assessed at standard interims a successful method to hold the representatives. Profession development is a significant method to hold the skilled workers. Give them capacity to take a few choices all alone yet the administration must have a nearby watch on them so they do not abuse their capacity. Without inspiration, it is not reasonable for expect the best out of the representatives. No individual likes to leave an association where he or she is being dealt with well, no matter the age, race, sex or education level.

5. CONCLUSION

The objective of each inspiration and maintenance procedure is to keep the significant representatives of an organization from leaving to go into business or get down to business for the challenge. Tech monsters offer a great deal of advantages for their representatives that should satisfy them to come to work each day, feel esteemed and tuned in to, and increment their unwaveringness to the organization. Huge numbers of these advantages can be actualized in different organizations too, at any rate somewhat, so for anybody thinking about how to keep their best representatives upbeat, here's a once-over of a couple of the techniques the monsters of the tech business are utilizing. How about we begin with the fundamentals! Allowing representatives to purchase stock in the organization is a successful method for strengthening their feeling of being a piece of the venture. This along with generous health insurance plans that are not limited to basic care but mental and emotional included. The majority of the created nations on the planet command that unseasoned parents, explicitly new moms, get some sort of paid maternal leave. Lastly, giving representatives space to take a shot at something they are by and by enthusiastic about while they are grinding away is an approach to guarantee they like getting down to business much more. A major piece of maintenance and inspiration is enabling workers to develop expertly by helping them obtain new knowledge. Companies normally sort out representative trainings, yet the tech business has something else at the top of the priority list, they offer educational cost help to their workers. Real organizations offer either educational cost help or educational cost repayment.

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