

Analysis of Leading Actors' Career Pathways in The Intern based on Maslow's Hierarchy of Needs

Qinghui Yang

School of Public Administration, Guizhou University, Guiyang Guizhou, 550025, China

Abstract: The essay tells a story that Ben who is a 70-year-old retired man returning to career life and being a particular intern of Jules of CEO who manages a fashion web. The film shows the high-pressure and fast career life, unobvious discrimination against women and the atmosphere of daily life which is featured by family neglect. Basing on the five dimensions of Maslow's Hierarchy of Needs, which includes Physiological Needs, Safety Needs, Love and Belongings Needs, Esteem Needs and Self-actualization Needs so that this paper could make an analysis of the two protagonists' character, figure, psychological journey, life choices, etc. in their career life pathways, at the same time, which has high-level analysis and interpretation on similarities and differences. As a result of the paper, it reflects differences of both sexes' career life features under the influence of American culture. On the one hand, people deeply recognize this thesis. On the other hand, it is significant to developed the relative researches and western culture thesis in the future by more scholars.

Keywords: Maslow's Hierarchy of Needs; The Intern; Leading Actors; Career Pathway.

1. Introduction

Maslow is an outstanding psychologist and his Maslow's Hierarchy of Needs is featured by humanist which is pointed in *A Theory of Human Motivation* in 1943.

Maslow postulates that the individual is an integrated and organic whole. A theory of motivation must include the study of ultimate human needs and appropriate to humanity's full range of being. [10]

Maslow's Hierarchy of Needs indicates that a hierarchy of human needs based on two groupings: deficiency needs and growth needs. Within in the deficiency needs, each lower need must be met before moving to the next high level. Once each of these needs has been satisfied, if at some future time a deficiency is detected, the individual will act to remove the deficiency. [2]

The deficiency needs include four ways, and they are physiological needs, love needs, safety needs and esteem needs. So, the left one is only the self-actualization that is contained in the growth need. The five levels like a pyramid organized from low grade to high grade. Therefore, achieving the low stage, which is the only method towards the higher stage. Meanwhile, when it is at a high-stage state, the lower level is still existing all the time not vanishing.

A career pathway is a series of activities and actions, and, which is also a consistent process of relevant attitudes, value and willing of human all the life when engaging in career. Therefore, it can be regarded as the constitution of a develop state, process and result of career pathway. By controlling the force of career development, which people can obtain maximum success and fulfillment with using meeting changes. And it is divided into two types. They are Inner-Career Pathway and Outer-Career. In some way, Maslow's Hierarchy of Needs deeply influence career choices and pathway of people.

The Maslow's Hierarchy of Needs includes Physiological Needs, Safety Needs, Love Needs, Esteem Needs and Self-actualization Needs. And they correspond the career need one-to-one on these: entering level work, promoting and getting better job, changeable career and additional

responsibility, expert and manage in field, retirement and promotion change. [8]

2. Analysis Career Process of Ben Based on Maslow's Hierarchy of Needs

"The physiological needs are called physiological dives which refers to the need of maintaining life, at the same time, it is basic, distinct and leads the other's needs". [5] In the film, Ben is a vice president of marketing in directory printing company graduating Northwest University. Based on the status, it indirectly indicates that he has full physiological needs depending on economic base.

"When basic and physiological needs are fulfilled, other terms become important, which there will be an dominate behavior of the individual". [10] After getting job, it is core to maintain your state or get promotion or change into new job for making money. In other words, the safety needs improve the occupation prospects.

In the film, Ben is a vice president of marketing in directory printing company for 20 years means a stable job for him. After an being inter, he attracts Jules attention and helps her whether in company or family. However, the plot of dispatching to be a waiter of him obviously reflects his desire for safe occupation by the following words: "I apologize if I overstepped in some way". [6]

"The fulfilment of physiological and safety and security needs drives the individual to seek social needs such as belongings, companionship and social acceptability". [7] Ben's wife died for 3 years and his son or grandson live abroad at which he came to visit sometimes. However, while staying at home he always feels a senses of lonely. In fact, it is an expression of lacking the sense of love and belongings. Due to these reasons, he decides to be the intern who is active in making friends and working.

Acquiring the stable status and reaching better occupation, a person wants to be acknowledged by esteem. Ben decides to challenge the job who fills the confidence and says that it takes a bit to figure out, but he will go there and eager to learn

much. During the period of time being intern, he gets on well with his colleagues and being animate friend of Jules.

Self-actualization need is the highest level and reached by fulfilling others levels. It is development of potential requires the desire to become what we are capable of becoming, or making our behavior consistent with what we are. What a man can be, he must can be. Ben quotes the sentences, which a musician stop when there is less music in them and the musician still has music in him, therefore, it is key to absolutely positive for life.

3. Analysis Career Process of Jules Based on Maslow's Hierarchy of Needs

Jules is the manager of Fitting which is a fashion web. Similar to Ben, fulfilling the need of physiological, economic is important. Therefore she establishes the company with others for 18 months.

After reaching the sufficient need of physiological needs, it will enter into the safety needs. Actually, she is the manager in the corporation, there is ever existing job promotion for her but it is key to maintain the status at the moment. With the scale expands, the company exists some manage problems. The board of directions argue for a change to introduce CEO employed. She is sensitive and horrible others management towards the edge of emotional flooding. It reveals her inner process of the status and longs for the job.

In the life of family, her husband as a stay-at-home father to take care of their daughter. She really loves her husband and daughter without spending more time with them as the busy work. With a not good relationship between Jules and her parents, there are more quarrels. Whereas, she desires to be approved from her parents and less the arguments reflecting the lack of love from parents.

Jules has a high ability to solve some work problems such as guiding the clerk to correct the pattern design draft of clothes, taking with the clients and working out of time. It is recognition of herself and acquiring some happiness from the work due to self-esteem is relative the happiness. "Dienier pointed out that self-esteem is relative the subjective happiness, in other words, who has high model of self-esteem expressing high happiness". [4]

"Factually, human being does not have a lot of merits in nature, which needs a long way to realize self-actualization". [9] In the film, with the start of the company that is developing, which doesn't reach the goal of Jules. However, the establishment of the company is her small step towards self-actualization as well as her confidence in the future of the company.

4. The Similarities and Differences between Ben and Jules

According to the observation in the film, Ben and Jules have the following similarities based on the five ways of Maslow's Hierarchy Needs. First of all, Both of them meeting physiological needs sufficiently. Ben is a successful man whose job is printing-house' director when he is young, therefore, which makes him have sufficient physical capital after he retires from work. At the same time, as a manager of the fashion company, which also makes Jules meet physiological needs sufficiently.

Besides, both of them are serious about safety needs in

career occupation. As an special inner, Ben is no exception who faces examines during the time of inner. One plot of the film shows it stronger; Ben is transferred to do waiter who is argue with Jules and cannot accept it. On the other hand, Jules suffers the similar dilemma that the board of company's decision to employ other CEO to manager the company.

And, they are both have a strong sense of love and belonging needs no matter in job or family. After Ben's wife has died, he always feels lonely. Therefore, he is longer for career, for friends, and for lover. It is similar to Jules. Although, she always devotes herself to work, she also gets the concern from her husband, parents, and even though Ben.

The forth one is that both of them have high executive forces and acquire others-esteem. Ben helps Jules make table, accompany her to work overtime and be on a business trip, and solve the issues of her occupation replacement and husband's extramarital love. So, according to these, he gets the acknowledge and admiration from Jules and company's staffs which shows her self-actualization needs and high ability to dispose problems. On the other hand, Jules also has the ability to design and deal with schemes, to negotiate and to manage company as a manager showing her responsibility and execution. Therefore, she is deserved to acquire herself-esteem and others-esteem.

Finally, it finds that both of them are long for achieve their own value. Although the film does not show the early life of Ben, Ben has achieved his dream at the stage of young age from the later life. Merely, he loves the feelings of job leading to his return to work, which also shows his strong desire to challenge and testify himself. At the same time, establishing the fashion web is Jules' dream to testify a woman who also can has own business for family, friend and social.

Due to we have mentioned and analyzed more from former paragraphs and the later narration including few simple differences. The most part is put into the deeper analysis.

The first one is that Ben and Jules meet physiological needs in differ ways. Ben is the director employed by printing company and fashion company who chooses the regular career routine like the most people to make living. On the contrary, Jules seeks the career way that few people to choose who establishes her own fashion web. However, the final goal is that living the better life, which is also the dream of everybody.

Secondly, when they suffer the threat from career promotion who have different emotions. In other words, they express safety needs in differ situations, which Ben accepts demotion and Jules suffers more threat from board of directions. Maybe it is said that a man who has more ambitions making him more fear of failure. At the same time, the other factor is their age. Ben is 70-year-old man who has experienced more affairs whatever family or work; therefore, it is more clam than Jules while facing some events. But Jules is the young woman, boss, mother and wife, who are more anxious when suffering strike especially about her own enterprise.

Besides, Ben and Jules reflect love and belongings in terms of family are different. It is obvious that Ben is satisfied with his family from the first plot in the film, which shows going to travel to his son's abroad home that are harmonious and the feeling of missing wife. Quite the opposite, Jules doesn't get along well with her parents and produces the gap with her daughter and husband. For example, almost no time to participate daughter's campus activities, almost no time to enjoy lover's world with her husband and almost no time to

communicate with parents by telephone. To sum up, Jules does not learn to love others but is eager to be loved by others who is the solitary and strong woman.

The last one but the most important is that their goal's achievement of Self-actualization. Ben has been achieving his goal and Jules starts the first step to the goal. In fact, Both of them are ambitious man who have own chasing of value of life. There is no doubt that they also love the feeling of working in the company and make friends with each other. It is nothing but different way to achieve goal.

In conclusion, the two leading actors of the Intern as objects of study, whose the five ways in Maslow's Hierarchy Needs both have similarities and differences whatever gender you have, whatever ages you are, and whatever jobs you do. According to the former description, we realize that the needs are equal to motivation and motivation exerts the concrete behaviors which achieve some special goals. In the film, Ben and Jules both have the fives needs which expresses strong in career as they are influenced by American culture to a certain extent.

The first one is that American nation is characterized by positive, young, brave and daring to struggle, due to these traits, which you can observe that they are always busy where they are and what time is, especially more serious in the career. The paper work in the office of Jules's company likes a small mountain, which no one to make tidy before Ben comes; The clerks have many files to make and telephones to answer; Jules rides a bike through the office to save time everyday; Ben accompanys Jules to work overtime and drives her to work and go home, at same time, he looks after her private life.

Besides, the developed market economic of America decides its intense competition and fast life pace, which believes "Nature selection and survival of the fittest". [4] Therefore, Jules and her partner must struggle for time and speed to ensure that they could maintain the dominant position while market is operating. And knowing the status of Ben when he was young which speculates he has a history of hard struggle, even though as a special inner, he also keeps the enthusiasm. Finding a small detail of the film, which adds the Chinese element tai-chi indirectly reflecting the rhythm of life is trending to slow down.

The third one is that the nation adores personality and individualism, therefore, they are likely to persist self-progress who believe that doing its by yourself is the label to achieve self-value. They attach great importance to job status, job promotion, job security, etc. Jules is afraid of replacing by other manager employed and nervous every day. Ben is transferred to canteen to help as waiter who is broken in heart and indignant. Within inner world, everything in career is the way to prove their contribution and value, and they do not be negated by others.

Watching the movie, you will find that American culture has wide tolerance. For example, the clothes of Ben and Jules express two different styles. Because of the influence of the former work, Ben is always accustomed to wear a suit and a watch, nevertheless, it does not to ask in the fashion corporation. On the other hand, Jules wears a T-shirt and jeans reflects the randomness of the American culture.

According to the former statement, we find the two issues: un conspicuous discrimination against female and family exerts different impacts on a man and a woman.

From the former paragraph, we mention the gender from the plot of the conversation between Ben and other mothers

in the kindergarten. Now, there is other plot to show the phenomenon that the board of direction do not have faith in Jules' ability as she is a marriage woman, therefore, giving a suggestion that employs other manager to manage the company. To be honest, because of history factors, patriarchy culture and social policy seriously influenced the equality between male and female. So, it exerts some consequences of the issue which prevents the development human right, entity, economic, culture, etc.

According to the data from the web site of Gallup in 2008, the account of dissatisfaction and much dissatisfaction of woman rising from 30% to 46% beginning 2008. The New York Times reported that millions of people join in the march called Women Marched against the current policy of government. [1]

The other issue is that family and marriage largely make a difference in men and women. Ben loses her wife, at the same time, his son lives abroad which makes him live alone. Sometimes he feels lonely, but there is no worry to afford life expenses because of pension. And as a man in America, people often recognize that their duty is to work, anything in the family that they do not care more. However, you should spend more time on family and marriage not work as a woman. In the film, Jules is an able woman who believe that she could balance the work and family, but the fact certifies that she is wrong. She does not get well on with her parents, lose her daughter's faith and husband's extramarital love. Female spends time on work is right which owes a weighing ruler. And the society places more biases on the question of female work. Therefore, we also call for more people to uphold the rights of women.

5. Conclusion

The paper analysis the two protagonists' manifestations in career life within five dimensions of Maslow's Hierarchy Needs. And according to former paragraph, the study observes most American men and women which have similar needs in career which indirectly reflects the career culture in America such as high pressure, fast life rhythm, long job time and high retiring time etc. Exploring at a deeper level, all the expressions are decided by culture of America, such as nature characteristics of American nation, market economic factor of America, adoring personality and individualism and tolerance of American culture.

On the other hand, the paper finds the phenomenon that there is long balance between family and job for a women compared to men, and little discrimination of female underneath the sphere of career which originates from the environment of society. in modern life, more people should attach more importance on the influence of career culture made by nation's culture as occupation is indispensable part of surviving.

In the research of the study, there are some limitations of the paper caused by insufficient literature between the career pathways and Maslow's hierarchy of needs, and the plot of leading roles of film in a short stage. Therefore, it looks forward to more researches to engage in the relative surveys, which adds fresh blood into intrinsic theories and western culture to make further progress in modern civilization.

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