

ABSTRACT

Work engagement were established to have a positive correlation with self-actualization. However, we do not know if it applies in today's Hong Kong amidst impacts from COVID-19 and technology disruptions. Maslow implied mature people to have a higher tendency for self-actualization, but without much empirical evidence. This study found that the work and self-actualization relationship was reported in Hong Kong, while using the construct of work empowerment; and that age had an effect in this relationship. To enhance self-actualization at work, this study proposes goal setting for Young Adult, reducing uncertainty for Middle Adult, and avoiding the trap of unproductive-busy.