

William G. Ouchi

Identified management control mechanisms

Inventor of motivation Theory Z

- Addition to well know Theory X and Y

Influenced by Japanese management style



Control Systems in organizations by William G. Ouchi

Market system

Measure Input (€) and Output (€). Contractual between parties. Exact contract!

Bureaucratic system

Written rules and processes. E.g. Employment agreement and supervision.

Clan system

Informal value based rules that allow innovation and collaboration. Only this works for unique, interdependent or ambiguous task. E.g. SW Development