

Human side of enterprise

McGraw-Hill - McGregor's XY Theory of Management

Theory X

Theory X assumes that the average person:

- dislikes work and attempts to avoid it
- has no ambition
- wants no responsibility
- would rather follow than lead
- is self centered and therefore does not care about organizational goals
- resists change
- is gullible and not particularly intelligent
- works only for money and security

Description: -

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Personnel management, human side of enterprise

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Notes: Includes bibliographical references.

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Human Side Of Enterprise

The situation when managers are authoritarian to achieve his desired results or when the responsible employee has the flexibility to reach the objectives. William Ouchi is a professor of management at UCLA, Los Angeles, and a board member of several large US organisations.

The Human Side of Enterprise Free Summary by Douglas McGregor

On the other hand, Theory X works as a conductive to participative problem solving.

The Human Side of Enterprise, Annotated Edition

The two different criteria are useful in understanding globalisation and management. McGregor revolutionized human resources thinking by positing two ways managers could view employees: Theory X assumes workers are inherently lazy; Theory Y assumes they are self-motivated. The; theory contains some fundamental truths.

McGregor's XY Theory of Management

What Type of Work Do You Do? Organisational Equilibrium: Barnard suggested an equilibrium model to describe the balance achieved between the contributions of the members of an organisation and return contribution made by the organisation to the fulfilment of private goals of the members.

The Human Side Of Enterprise 1960 Hardcover Vintage

When we do - once we have understood the simplicity of his book 'Breaking the Mould' - it will transform our lives forever! We will discuss Theory Y and its ability to motivate employees. I think McGregor is spot on, just a little ahead of his time. According to Barnard initial existence of organisation depends upon three elements: i The willingness of persons to contribute efforts to the co-operative system ii There should be an objective of cooperation iii Proper communication system is essential.

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