

# The contrasting effects of directive management and democratic management on empl...

[Psychology](#)



Describe the contrasting effects of directive management and democratic management on employee morale. Directive management is an authoritarian, micro managing, and controlling approach. On the other hand, democratic management involves the thoughts of employees yet still provides focus and direction. Discuss these differences in terms of Maslow's hierarchy of motives. Explain why the effectiveness of each style would depend on the personality traits and cultural background of the employees. The directive management in relation to the Maslow's Hierarchy of needs is based on the esteem needs such as status, reputation and achievement. It is also based on the self-actualization needs of personal growth and fulfillment. This means that the manager will be more aggressive in power and may not consider the opinion of others so as to get the fulfillment. As for the democratic management, it is aligned with the belongingness and love needs in the Maslow's hierarchy of needs. The needs are relationships, family and work groups. The needs allow the involvement of various staff members of the organization in decision-making process. The democratic type of management motivates workers as their opinion counts.

The effectiveness of the Directive management will depend on the personal traits and cultural background of the employees. According to Freud, the super ego component of human personality leads forcing demands thus a manager is authoritative. When a manager comes from a culture that encourages one to do his best to achieve in the society, he tends to be authoritative. As for the democratic management the ego component of the human personality, it makes a leader be merged with others thus embracing other people's opinion (Ciccarelli & White, 179-180).

2. What are some symptoms of stress? How does chronic stress affect us?

What can we do to reduce stress?

Some of the symptoms of stress are insomnia, headaches, loss of sexual desire, sense of loneliness and isolation. Also, sleeping too much or too little, constant worrying, chest pain, rapid heartbeat, low energy and nausea.

Chronic stress affects our health in various ways. It is also apparent that chronic stress affects every system in our bodies. Chronic stress suppresses the immune system, increase the risk of heart attack, raises blood pressure, contribute to infertility, weight problems and Depression. Chronic stress also leads to skin conditions such as eczema (Ciccarelli & White, 215-216).

Stress can be reduced in various ways. One is to alter the situation by being more assertive in dealing with the situation head on. The other one is adapting to the stressor. This is by changing oneself by reframing problems and being optimistic in your life. Also, one can accept the things he can't change. This is by learning to accept the inevitable rather than rail against a situation. Regularly Exercising also helps in reducing stress. Time also should be set aside for relaxation and one should eat a healthy diet (Ciccarelli & White, 218-220).

Work cited

Ciccarelli, S. K., & White, N. Psychology: An exploration, 4th edition. Boston, MA: Pearson. 2015. Print.