

Human resources corporate culture



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Human Resources Corporate Culture ID Lecturer Both the Theory X and Theory Y are essentially theories of human motivation which were coined by Douglas McGregor. These have been used broadly within the human resource management, organizational communication and behavior, and organizational development domains. I have seen that the Theory X managers believe that employees are lazy and that they avoid work on most of the occasions. I have also seen that the Theory Y managers are of the opinion that the employees exercise self-control and are intrinsically motivated. I have seen that the Theory X managers are usually very quick to reach conclusions and are usually wrong in their assumptions but this is not the case with the Theory Y managers who take their time to understand things and then decide for their own selves what the best course of action is (Papa, Daniels, & Spiker, 2008). As far as the assumptions of human nature and standards of behavior within the contexts of influencing organizational cultures are concerned, I have witnessed that the organizational culture is usually backed up with an understanding of the human natures which are spread across the domains of an organization. This also means that the standards of behavior bring about different influences within the making up of the organizational culture which is something very significant indeed. I have seen assumptions of human nature and standards of behavior being at the behest of bringing about significant changes in the course of the human resources management regimes in an organization. This is because people react differently within varied scenarios and it is important to comprehend such circumstances. Human nature is something that shapes up the entire discussion of the organizational culture and it is about time that one comprehends the true implications of the same. This is similar to how

standards of behavior are influenced in essence, which also embodies the basis of the organizational culture all said and done. References Papa, M. J., Daniels, T. D., & Spiker, B. K., 2008. Organizational Communication: Perspectives and trends. Thousand Oaks, CA: Sagea