

Principles of social person perspective

Sociology



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Major theorists and their contribution to Social Person Perspective

1. Robert Owen first showed the importance of human needs of employees in 1800.
2. In 1935 Andrew Ure published a book incorporating human factors entitled: " the philosophy of manufacturers."
3. Perhaps the most important contribution came from Elton Mayo and others who concluded from an experiment that behavior at work was influenced by other factors other than monetary gain or work environment. They demonstrated the importance of the human element in making management decisions.

Relevance to today's manager

1. Reasonable accommodation to employee's needs and recognition yields better results. Paying attention to/and motivating your employees has a definite pay-off.
2. Strengthening interpersonal relationships among peers and between management including making thoughtful pronouncements at all times is important in fostering a conflict-free work environment.

Personal Statement

Social person perspective theorists made important contributions to the importance of human dimensions and behaviors at the workplace. Their contribution is invaluable in understanding how psychological needs directly affect productivity and why management must pay close attention to those needs. The greatest weakness to this theory, however, is that it gives room to a false sense of achievement and more often than not denies employees a real chance of engagement. Further, human behavior is only one of the many elements at play in a management perspective.

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Impact on Personal Management Framework

The social person perspective enables me to allow for individual creativity and encourage good judgment taking cognizance that each employee is unique and has something to offer within the team. By inclusion, I can identify individual social needs while strengthening the team's (and my own) interpersonal skills.