

# Free critical thinking on listo systems managerial system

[Business](#), [Company](#)



McGregor's theory x and y are suppositions of management that explain the behaviors of certain workers in business institutions. These theories help managers deal with these workers in ways that promote maximum and quality output.

According to McGregor's presumptions, human resources are depicted in two broad dimensions. Firstly, theory x depicts employees as lazy, and they suffer from deprived motivation. Consequently, theory y argues that workers are innovative, self-motivated, and determined. However, the paper will lay focus on theory y. This theory asserts that majority of employees have an emotional urge to put more effort in their job. The theory also claims that if these employees are provided with the relevant working conditions, such as job security and attractive financial rewards, they will improve their work motivation.

Moreover, theory y exhibits a participative management approach that is endowed with the following fundamental assumption; firstly, workers exhibit self control in accomplishing the company's objectives without punishment, fear of threats, or external control. Secondly, workers are obligated to objectives due to the rewards that come with their job achievement.

Furthermore, the theory explains that workers desire to handle responsibilities and their enthusiasm to work is elevated. Consequently, this theory acknowledges that worker's creativity, thoughts and skills are greatly considered among workers (Mackenzie, 2010).

Hence, with regard to theory y, when Listo Systems Company integrated this theory into its managerial practices, the company experienced exponential growth. The theory ensured a change in the routine process. For instance,

employee training helped them enhance their job skills and produce greater quality. Further, it also encouraged employee motivation that is vital in the establishment of set business goals. According to theory y, employee motivation makes employees more oriented towards achieving the set objectives.

In conclusion, this example proves the credibility of theory y. Thus, more companies in the business sector should integrate their employees in their decision making processes.

## **Reference**

Mackenzie, I. English for Business Studies: A Course for Business Studies and Economics Students. UK: Cambridge University Press, 2010. Print.