

# [Ip1 managing high performance](https://assignbuster.com/ip1-managing-high-performance/)

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Theory X and Y Management Styles Introduction Theory X is a domineering style of management. It adopts that an ordinary individual hates work and needs to be pushed around and directed by a supervisor in order to execute his or her duties. Additionally, theory Y is a participative style of management. It views individuals as responsible, self-compelled as well as self-controlled with an accepting attitude that naturally merges with the organizational objectives (McGregor, 2006).   
The chart indicating the percentage of the pros and cons of theory X and Theory Y   
No one particular style of management is best suited in all circumstances. Any large organization has many employees representing diverse personalities. Therefore, supervisors have to interact with sub-ordinates to find out the best style of management to utilize for effectiveness. Some will need an authoritarian manager while others will perform adequately in a participative manner that guarantees the best result. Theory X can use in managing unskilled labor-force and large scale production. Theory Y is best suited for professional services as well as knowledge-based work, such as call center procedures (Winslow, 2009).   
Theory Y and democratic decision-making are at some degree comparable. The employees working under theory Y naturally merged their objectives to the organization’s objectives. Theory Y allows employees to participate in decision-making but leave management to implement decisions made. However, democratic decision-making is when an individual makes decisions without external influence.   
Conclusion   
Employees’ performance and morale can improve if a manager understands the two theories. The manager can hence practice the excellent leadership style. As a result, he can advance the productivity of the organization (Drucker, 2006).   
References   
Drucker, P. (2006). The practice of management. New York: Harper Business.   
McGregor, D. (2006). The human side of enterprise, annotated edition. New York: McGraw-Hill.   
Winslow, F. (2009). The principles of scientific management. Retrieved on 9th October 2014 from http://www. bookjungle. net.