

Ip1 managing high performance

Business, Human Resources



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](http://www.bookjungle.net).