

# Differences between the four contemporary approaches



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Sociotechnical Systems Theory is different from the other approaches because, it deals with the human side of things. Interpersonal relationships along with human aspects of employees are considered. The employees are trained directly, and the proper training tools they have are made sure they are applied. This allows employees to correct problems early on.

Quantitative Management varies from the rest of the approaches because, it deals strictly with management problems. It is designed to help managers know how to deal with the problems and teaches the proper ways to solve problems in a mathematical way. Managers also learn how to make proper decisions. A lot of times this does not work because, management decisions cannot be solved through mathematical formulas or symbols.

Organizational Behavior differs from the other approaches because, it studied and identifies how employees act under their manners. However the managers treat the employees, is how eventually the employees will act. If the managers treat the employees as dumb, lazy, don't know nothing, then that is how the employees will work in the end. If the employees are treated as a manager's equal, then they will work a lot differently.

Systems Theory differentiates from the other approaches because it depends on inputs from the outside world. Under the systems theory, it is looked at as the organization being a one system in a series of subsystems. Because circumstances change consistently, there is no best way to organize and manage an organization under this approach.

I believe all these approaches are important, but the most important one is organizational behavior. When employees feel as if they are beneath their

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manager, their work is sloppy. There are a lot of managers today that have let the power go to their heads. They treat the employees as if they are worthless and cannot do their jobs right. This creates a big turn over in employees, because no one likes working under those conditions. If something better comes along, they are gone in an instant. This is not a good way to do business. Employees need to keep their managers under control.