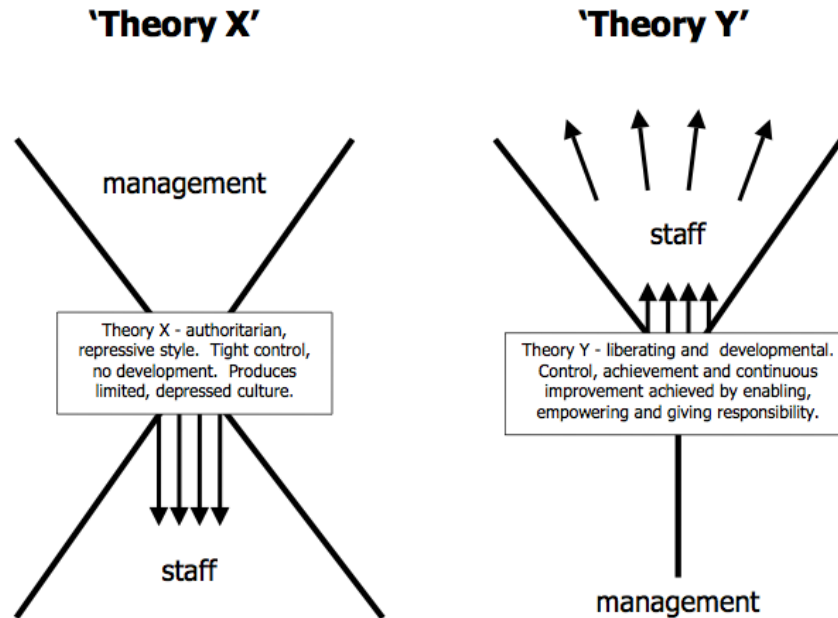


## McGregor Theory X and Theory Y



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THEORY X ('authoritarian management' style)

- \* The average person dislikes work and will avoid it he/she can.
- \* Therefore most people must be forced with the threat of punishment to work towards organisational objectives.
- \* The average person prefers to be directed; to avoid responsibility; is relatively unambitious, and wants security above all else.

THEORY Y ('participative management' style)

- \* Effort in work is as natural as work and play.
- \* People will apply self-control and self-direction in the pursuit of organisational objectives, without external control or the threat of punishment.
- \* Commitment to objectives is a function of rewards associated with their achievement.
- \* People usually accept and often seek responsibility.
- \* The capacity to use a high degree of imagination, ingenuity and creativity in solving organisational problems is widely, not narrowly, distributed in the population.
- \* In industry the intellectual potential of the average person is only partly utilised.