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Analyze Mc Gregor's Theory X and Theory Y. Do you agree with the view that with every passing year Mc. Gregor's message has become more relevant and more important? Substantiate your answer.

Outline

- Introduction
- Mc Gregor's Theory X Characteristics
- Mc Gregor's Theory Y Characteristics
- Mc Gregor theory X is becoming relevant
 - Lack of interest in job
 - Unsatisfactory behaviour of employee
 - Non-complacent job
 - Resistance in job
 - Unequal behaviour with employee
 - ~~Less~~ Equal incentives

Mc Gregor theory Y is becoming relevant.

- Employee is confident and has command on job type.
- Employee is ambitious
- Rewards are linked with performance
- Love to bring innovation in work
- Thinking level is beyond physiological needs and job security

Conclusion.

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Introduction:-

Douglas McGregor, an American social psychologist proposed his famous theory X and Y in 1960 in his book "The Human Side of Enterprise". McGregor X-Y theory remained central to organizational development, and to improving organizational culture. In this theory he discussed the types of employee on their behaviour towards work and goals.

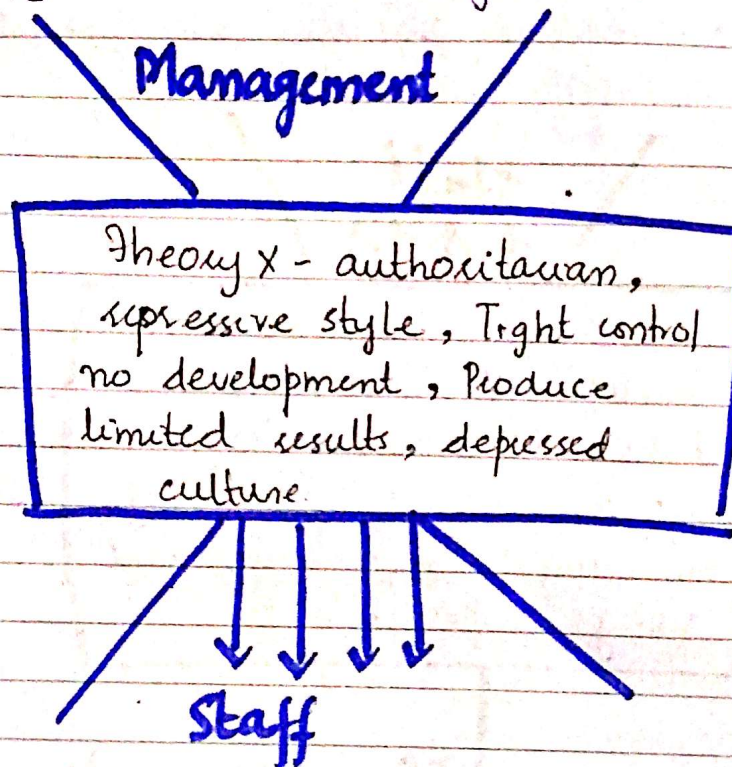
According to him type X employee are pessimistic just do work to satisfy their physiological needs and for job security. While employee Y are optimistic toward job and have zeal to achieve organizational goals. Employee X are reluctant toward work and responsibilities which is a very dangerous attitude for organization. While Y type employee are doing job for their passion and want to bring creativity in the job. Both types of employee are found in an organization and both have efficient role in achieving goals of an organization.

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Characteristics of X-Type Employee

1. The employee dislike work and will avoid to do work.
2. They are unambitious, is-responsible
3. They don't have goal management
4. They have authoritarian style of work.
5. They resist the changes



Characteristics of Y-Type Employee

1. These employee are always cheasing the opportunity
- 2- They are task oriented and motivated
- 3- They are loyal & committed to job

- 4- 4 type employee donot require any threat or external control and coercion to work, but they can use self direction and self control.
- 5- They encouraged cordial term relations, responsible and stimulating jobs, and participation of all in decision making process.

• **staff**
↑↑↑↑

Theory 4- liberating and developmental control, Achievement and Continuous improvement achieved by enabling, empowering and giving responsibility

Management

Theory X is becoming relevant:-
Theory X is becoming relevant because of uniform salaries and performance is not linked incentive. As these employee are reluctant to change and

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in the current era jobs are being shifted to digitality. Manual jobs are restricted and employee which have job experience are not able to adopt digital system. In public sector promotions are not linked to the intelligence and the task performance ability instead of this there is a proper time that employee has to serve in that rank. Due to political interventions employee are satisfied that they have job security. Reforms are being neglected and because of lack of proper check and balance system employee. In various organizations there is no proper goal settings and due to rigid behaviour of boss with colleagues and coworkers leads to the distraction in achieving goal. In most of the cases employee are not familiar with goal and don't know the method to achieve goal. Sometimes organizations have more employee than need so organization leader is unable

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to pay attention to the individual worker. In this often employee are unable to participate in any decision making scenario. Because of their absence in decision making process they are not interested in achieving goal and are often misguided by others. In this case decision of senior is imposed on workers without knowing their availability and will.

Theory 4 is becoming relevant:-

According to ~~the~~ McGregor 4 type employee don't need any supervision or strict environment to perform their task. They are ambitious enough to achieve a goal, because they are motivated toward job. In this case psychological needs are linked to motivation of employee. Here the reward is linked to the performance. The reward can be increment in salary or promotion. Here In this case there is right person for the right job at right time. Organization which want to achieve goal or

want to participate in market competition engage their employee in decision making, take care of physiological and moral needs of employee and provide a comfortable but competitive environment to the employee because worker is dedicated enough to achieve desired goal in a particular given time & type employee are not reluctant toward change but they love to bring innovation which help them to complete task more efficiently and quickly. Y type employee are often satisfied from their job and working conditions so they enhance the procedures for goal achievement. Y type employee need no strict surveillance or punishments for the goal because they are dedicated enough for the job, incentive and for promotion.

Conclusion:-

In an organization there are both type of workers X and Y and both are essential.

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Although X-type employee are not such motivated toward work but by changing work conditions, job sensibility and linking incentives with task performance can motivate these employees but if motivation is not achieved by positive attributes then negative aspects can be applied like punishment and termination from job can be possible in achieving goals.

After X-type employee are reluctant because they don't have clarity of goal and method while Y type employee are ambitious and over confident for the task because they are ambitious and motivated enough and capable to adapt any change.

In most of the organizations Y type employee are leaders because of their abilities. They are capable of taking work from sub-ordinates. In organizations rigid system can be reformed by bringing linent environment and by linking insentives with task performance.