

McGregor's Theory X and Theory Y

- **Theory X** holds a relatively negative, and pessimistic view of workers. It states that people do not like to work. They only try to avoid it. Managers have to control, direct and coerce the workers to work.
- People do not like to work and try to avoid it.
- The managers have to control, direct and coerce them to work towards achieving organizational goals.
- People who prefer to be directed, avoid responsibility and have little ambition.

Theory Y holds a more positive view. This theory is based on assumptions that, people do not dislike work, are internally motivated to achieve the different objectives to which they are committed, and that people actively seek and accept responsibility.

- People by nature, do not dislike work.
 - People are committed to their goals, depending on the degree to which they receive awards.
 - People are creative and innovative
 - In many organizational situations, their potential is underutilized.
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