



Theories of Management

First year

2022-2023

1. Defining Theories of Management

1.1. Definition:

Theories of management are approaches or models used to **explain** and **guide** the management of people in a business or an organization, this set of ideologies were developed to provide guidance on managerial decision-making and problem solving. The variety of its theoretical expansion provides different perspectives on how to manage an organization **effectively**.



1.2. Base:

Theories of management are based on observation, experience, and it is often tested through research and experimentation. Observation allows a deeper and clearer perspective that could be analyzed to deconstruct the fundamental bases of a business or an organization. Experimenting new changes to certain observed structure or behavior which mirrors the necessary do's and don'ts. The above mentioned pattern (from observation to experimentation) is usually what emerges new ideologies and theoretical perspectives.

1.3. Specific management theories:

- a- Scientific Management Theory: This theory was developed by Fredrick Taylor, it focuses on improving efficiency and increasing productivity by using scientific methods and increasing specialization of labor in the workplace.
- b- Human Relations Theory : It was developed by Elton Mayo focusing on interpersonal relationships in the workplace and seeks to ensure that workers are happy and motivated
- c- Systems Theory: It was developed by Ludwing von Bertalanffy and it focuses on the interdependence between environments, organizations, and individuals. It emphasizes the need to look at the big picture and analyze the interactions between parts of the system in order to find effective solutions and strategies.
- d- Contingency Theory: it was developed by Fred Fiedler providing a framework for understanding and analyzing the relationship between organizations and their environments. It emphasizes that effective management depends on the context in which the organization is operating.

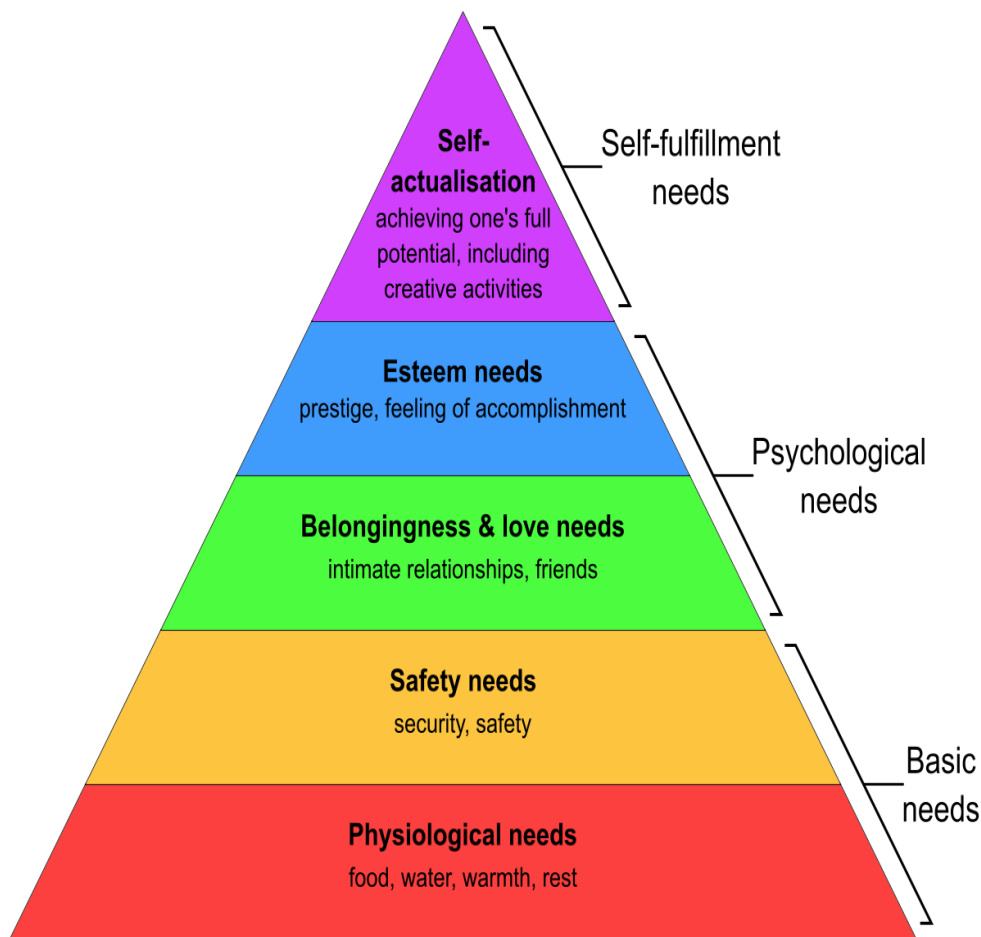
Evolution of Management Theory



2. Theory x, y, and z

2.1. Origin :

In the field of management; X, Y, and Z are theories of human motivation relating to **Maslow's Hierarchy** of needs. As it is related to the Neo-classical school it focuses on the human behaviors and interpersonal relations in workplaces. These theories mirrors how productivity is related to motivation and human behavior as main factors of efficient fecundity (which means productivity).Employees from these management perspectives must be **encouraged** by the fulfillment of their needs, in order to get **encouraging** productive outcomes.



Adjectives ending – ing, -ed

Encouraged and **Encouraging** are both adjectives.

*An adjective that ends in –ING is usually used to describe the characteristics of a person, a thing, or a situation.

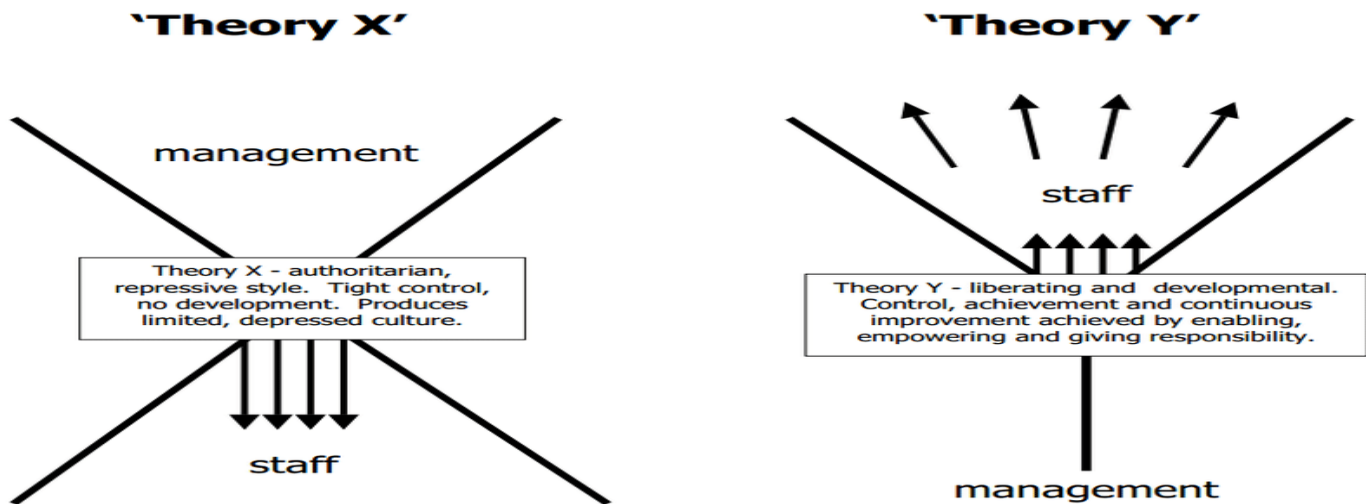
*An adjective that ends in -ED is usually used to describe a feeling or an emotion (a temporary state).

- This work is **interesting**. (the work which is a thing is itself interesting)
- He is **interested** in his job. (which means that the employee is interested himself with his job)

NOTE: both adjectives used above are **predicate** adjectives because they came after the verb “to be” describing the subject – this work” IT”-and -HE-. The adjectives would be **attributive** before the noun they describe
E.g.I had an interesting job interview .

2.2. What are Theories x, y, and z

- a. Theory X and Y: Theory x follows a authoritarian repressive style, which creates a toxic work environment with limited production and a low chance of development. On the other hand Theory Y is a liberating healthy environment in which the employee is in a continuous process of development because of the empowering he is given which results an efficient productivity.



McGregor's Theory X,Y

- b. Theory Z is an approach that combines between Japanese and American philosophies. It emphasizes the employee's loyalty to the company by offering lifetime agreements that protects the employee's prosperity. It includes the involvement of employees in decision making and engrosses the morale structure of the workforce.