

Theory X Management

Theory X is based on assumptions regarding the typical worker. This management style assumes that the typical worker has

—little ambition, avoids responsibility, and is individual-goal oriented.

In general, Theory X style managers believe:

—their employees are less intelligent, lazier, and work solely for a sustainable income.

Management believe...

—employees' work is based on their own self-interest.

Managers who believe:

employees operate in this manner are more likely to use rewards or punishments as motivation.

Due to these assumptions, Theory X concludes:

—the typical workforce operates more efficiently under a hands-on approach to management.

Theory X managers believe:

—all actions should be traceable to the individual responsible. This allows the individual to receive either a direct reward or a reprimand, depending on the outcome's positive or negative nature.

This managerial style is more effective when used in a workforce that is not essentially motivated to perform.