

Chapter 1 : Theory X and Theory Y : Theories of employee Motivation - Empxtrack

They are popularly known as 'Theory X' and 'Theory Y'. Theory X stands for the set of traditional beliefs held, while Theory-Y stands for the set of beliefs based on researchers in behavioral science which are concerned with modern social views on the man at work.

According to McGregor, the perception of managers on the nature of individuals is based on various assumptions. Assumptions of Theory X An average employee intrinsically does not like work and tries to escape it whenever possible. Since the employee does not want to work, he must be persuaded, compelled, or warned with punishment so as to achieve organizational goals. A close supervision is required on part of managers. The managers adopt a more dictatorial style. Employees generally dislike responsibilities. An average employee needs formal direction. Assumptions of Theory Y Employees can perceive their job as relaxing and normal. They exercise their physical and mental efforts in an inherent manner in their jobs. Employees may not require only threat, external control and coercion to work, but they can use self-direction and self-control if they are dedicated and sincere to achieve the organizational objectives. An average employee can learn to admit and recognize the responsibility. In fact, he can even learn to obtain responsibility. The employees have skills and capabilities. Their logical capabilities should be fully utilized. In other words, the creativity, resourcefulness and innovative potentiality of the employees can be utilized to solve organizational problems. Thus, he encouraged cordial team relations, responsible and stimulating jobs, and participation of all in decision-making process. Theory X encourages use of tight control and supervision. It implies that employees are reluctant to organizational changes. Thus, it does not encourage innovation. Many organizations are using Theory Y techniques. Theory Y implies that the managers should create and encourage a work environment which provides opportunities to employees to take initiative and self-direction. Employees should be given opportunities to contribute to organizational well-being. Theory Y encourages decentralization of authority, teamwork and participative decision making in an organization. Theory Y searches and discovers the ways in which an employee can make significant contributions in an organization.

Chapter 2 : Mc Gregor's Theory X and Theory Y of Motivation - Explained!

Theory X and Theory Y were first explained by McGregor in his book, "The Human Side of Enterprise," and they refer to two styles of management - authoritarian (Theory X) and participative (Theory Y).

Theory X stands for the set of traditional beliefs held, while Theory-Y stands for the set of beliefs based on researchers in behavioral science which are concerned with modern social views on the man at work. These two theories represent the extreme ranges of assumptions. Theory X assumptions are negative; Employees inherently dislike work and, whenever possible, will attempt to avoid it. Employees will avoid responsibilities and seek formal direction whenever possible. Most workers place security above all other factors and will display little ambition. Managers who accept theory-X assumptions have a tendency to structure, control and closely supervise their employees. These managers think that external control is clearly appropriate for dealing with unreliable, irresponsible and immature people. Management by direction and control may not succeed as it is a questionable way of motivating people whose physiological and safety needs are reasonably satisfied and whose social, esteem and self-actualization needs are becoming predominant. In view of the drawbacks of theory-X, McGregor developed an alternative theory of human behavior called Theory-Y. Theory Y assumptions are positive; Employees can view work as being as natural as rest or play. People will exercise self-direction and self-control if they are committed to the objectives. The average person can learn to accept, even seek, responsibility. The ability to make innovative decisions is widely dispersed throughout the population. Managers who accept theory-Y assumptions about nature of man do not attempt to structure, control or closely supervise the employees. Instead, these managers help their employees mature by subjecting them to progressively less external control and allowing them to assume more and more self-control. Employees derive the satisfaction of social, esteem and self-actualization needs within this kind of environment. Thus theory-Y aims at the establishment of an environment in which employees can best achieve their personal goals by consulting, participating and communicating themselves to the objectives of the organization. In this process, employees are expected to exercise a large degree of internal motivation. Theory X assumes that lower-order needs dominate individuals. Theory Y assumes that higher-order needs dominate individuals. There is no evidence to confirm that either set of assumptions is valid. Either Theory X or Theory Y assumptions may be appropriate in a particular situation. If firms decentralize control and reduce the number of levels of management; managers will have more subordinates and consequently will be forced to delegate some responsibility and decision-making them. Consulting employees in the decisions making process taps their creative capacity and provides them with some control over their work environment. Having the employee set objectives and participate in the process of evaluating how well they were met. If properly implemented, such an environment would result in a high level of workforce motivation as employees work to satisfy their higher level personal needs through their job. In a nutshell, it may seem that Maslow, McClelland, Herzberg, and McGregor view motivation from a different perspective. But basically, they emphasize similar sets of relationships. Maslow stresses the rarely satisfied higher level needs as the motivating force.

Chapter 3 : Theory X and Theory Y

Theory X and Theory Y was created and developed by Douglas McGregor at the MIT Sloan School of Management in the s. It describes two very different attitudes towards workforce motivation. McGregor felt that companies followed either one of these approaches.

Psychological needs and Security needs Social needs, esteem needs and self-actualization needs. Definition of Theory X Theory X is a traditional model of motivation and management. It takes into consideration, the pessimistic behaviour of an average human being, who is less ambitious and inherently lazy. Authoritarian management style is applied by the management, where the managers closely monitor and supervise each employee. The premises on which theory X relies are listed below: By nature, an individual is indolent and will avoid work, to the extent possible. The employee resists change and gives the highest priority to job security. On the basis of above assumptions, it is concluded that the management is held responsible for organising resources, for the firm, with the aim of economic gain. Next, the management directs the efforts of the employees and motivate and control their actions, to make them work as per the needs of the organisation. Further, they must be monitored, persuaded, rewarded and punished, or else they will remain idle. It uses the participative style of management and assumes that workforce is self-directed and enjoy the work assigned to them, in the accomplishment of organisational objectives. According to the theory, employees are the most precious asset to the company. Given below are the major assumptions of this model: The employees usually like work and are natural like play and rest. The performance of work is discretionary and provides a sense of fulfilment, if meaningful. The rewards in relation to the achievement lead to commitment towards objectives. The capabilities and calibre of the employees are underutilised, who possess unlimited potential. Based on these assumptions, it can be deduced that management is held responsible for arranging the resources with the aim of achieving economic and social ends. Further, the employees are not indolent by nature, but they behave so, because of experience. Theory X is propounded by McGregor, which indicates a set of assumptions, that an average worker is motivated to satisfy their own needs and not to contribute to the fulfilment of organisational goals. Conversely, Theory Y is based on the assumption that an average human being is motivated towards growth and development and they contribute to the achievement of organisational goals. Theory X assumes that an employee dislikes work, while theory Y presupposes that work is natural for employees. Theory X says that employees are unambitious, whereas the employees are highly ambitious says Theory Y. As per theory X, it has been inferred that people do not like taking responsibilities and avoids it to the extent possible. On the other hand, theory Y infers that people accept and seek responsibility. The leadership style adopted by the management, in the case of theory X is autocratic. As against, democratic leadership style is adopted in the case of theory Y. In theory X, it is assumed that employees require constant supervision and direction. In contrast, in theory, Y, the assumption is that employees do not need much supervision for the completion of the task and also in the accomplishment of organisational objectives. Theory X is characterised by tight external control on the employees, whereas theory Y features leniency in control. According to theory X, there is complete centralization of authority, in the organisation, i. Unlike, decentralisation of authority is presumed in theory Y, which involves employees participation in management and decision-making. The element of self-motivation is absent, as per theory X, but present in theory Y. On the basis of theory X, employees stresses on Psychological needs and Security needs. In contrast, based on theory Y, employees concentrates on Social needs, esteem needs and self-actualization needs. Conclusion The fundamental distinction between these two is treating employees like children and treating employees like adults. These are two separate set of assumptions of the managers which depict the two models of the motivation of manpower, which are adopted by the managers.

Chapter 4 : Theories of Motivation: McGregor's Theory X and Theory Y

Theory X and Theory Y In , Douglas McGregor formulated Theory X and Theory Y suggesting two aspects of human behaviour at work, or in other words, two different views of individuals (employees): one of which is negative, called as Theory X and the other is positive, so called as Theory Y.

Theories of employee Motivation Theory X and Theory Y pertain to employee motivation and have been used in human resource management, organizational behavior analysis, and organizational development. Empxtrack is an Integrated Human Capital and Talent Management Tool is based on such theories and helps organizations to transform their human resource practices. Theory X and Theory Y: It describes two very different attitudes towards workforce motivation. McGregor felt that companies followed either one of these approaches. Description of Theory X In this theory, management assumes that employees are inherently lazy and will avoid work if they can. Because of this, workers need to be closely supervised and comprehensive systems of control put in place. A hierarchical structure is needed, with narrow span of control at each level, for effective employee management. According to this theory employees will show little ambition without an enticing incentive program and will avoid responsibility whenever they can. The managers influenced by Theory X believe that everything must end in blaming someone. They think most employees are only out for themselves and their sole interest in the job is to earn money. They tend to blame employees in most situations, without questioning the systems, policy, or lack of training which could be the real cause of failures. Managers that subscribe to Theory X tend to take a rather pessimistic view of their employees. The result of this line of thought is that Theory X managers naturally adopt a controlling style based on the threat of punishment. Description of Theory Y Management influenced by this theory assumes that employees are ambitious, self-motivated and anxious to accept greater responsibility and exercise self-control, self-direction, autonomy and empowerment. Management believes that employees enjoy their work. They also believe that employees have the desire to be creative at their work place and become forward looking. Theory Y manager believes that, given the right conditions, most people will want to do well at work and that there is a pool of unused creativity in the workforce. They believe that the satisfaction of doing a good job is a strong motivation in itself. Theory Y manager will try to remove the barriers that prevent workers from fully actualizing themselves. Many people interpret Theory Y as a positive set of assumptions about workers. A close reading of *The Human Side of Enterprise* reveals that McGregor simply argues for managers to be open to a more positive view of workers and the possibilities that create enthusiasm. Conclusion Though these theories are very basic in nature, they provide a platform for future generations of management theorists and practitioners to understand the changing dynamics of human behavior. Taken too literally, Theories X and Y seem to represent unrealistic extremes. Most employees including managers fall somewhere in between these poles. A mix of practices which ensure a healthy blend of systems and the freedom to perform at the work place is likely to motivate the employees more. This mix of practices calls for induction of technology into HR. Solutions Empxtrack offer solutions for talent management. [Click here to view our solutions.](#) Recommended readings White Paper: It helps organizations to transform their human resource management practices to enhance employee motivation and achieve business objectives.

Chapter 5 : McGregor's XY Theory - calendrierdelascience.com

Theory X and Theory Y. Motivation is a huge part of success in life. No matter what it is that you are doing, you have to have the proper motivation if you are going to succeed in the end.

It is important to note that these sets of assumptions were not based on any research, but is intuitive deductions. Accordingly, the subordinate in general: Has an inherent dislike for work and will avoid it, if he can; Is lazy and avoids responsibility. Is indifferent to organisational goals; and Prefers to be directed, wishes to avoid responsibility, has relatively little ambition and wants security above all. According to McGregor, this is a traditional theory of what workers are like and what management must do to motivate them. Workers have to be persuaded and pushed into performance. Management can offer rewards to a worker who shows higher productivity and can punish him if his performance is below standard. It suggests that threats of punishment and strict control are the ways to control the people. McGregor questioned the assumptions of Theory X, which followed carrot and stick approach to motivation of people and suggested autocratic style of leadership. For such people, Theory Y seems to be applicable. Managers with Theory Y orientation make the following assumptions about their subordinates. Does not inherently dislike work. Depending upon controllable conditions, work may be a source of satisfaction or a source of punishment; Will exercise self-direction and self-control in the service of objectives to which he is committed; Commitment to objectives is a function of the rewards associated with their achievement; Learns under proper conditions, not only to accept, but also to seek responsibility; and The capacity to exercise a relatively high degree of imagination, ingenuity and creativity in the solution of organisational problems is widely, not narrowly, distributed in the population. Theory Y assumes that goals of the organisation and those of the individuals are not necessarily in-congruent. The basic problem in most of the organisations is that of securing commitment of workers to organisational goals. Thus, this theory places great emphasis on satisfaction of the needs, particularly the higher ones, of the employees. It does not rely heavily on the use of authority as an instrument of command and control. It assumes that employees exercise self-direction and self-control in the direction of the goals to which they feel themselves committed. They could be motivated by delegation of authority, job enlargement, and management by objectives and participative management practices. Analysis of Theory X and Theory Y Theory X as previously stated is where a manager thinks that all employees are lazy, dislike work and will try to avoid doing work. With that being said, theory X managers will try to counter the laziness of the employees. They would ensure that employees work hard by closely monitoring their performance. In this type of situation, theory X managers would create a work environment with strict rules; implement a well-defined system of performance appraisal to control employees. In opposition of Theory X, theory Y goes against everything theory X says. McGregor felt that traditional leadership was leaning more toward theory X which is hierarchical and very controlling where employees were very dependent on their managers as there are controlled very tightly. He continued on saying that this mode of managing could lead to a waste of human talent and potential. An example of this could lead down to something as simple as the saying, two heads are better than one. In a situation like this theory Y would benefit a company much more. Unless the company is a large corporation such as Coca cola, where the company is divided into many divisions such as production, marketing and human resources. For example in the production division, employees which are involved in manufacturing of the bottle would be only be expected to carry out their purpose of making the bottles which is a repetitive process. Theory X here would be more beneficial as there is no need for innovation or creativity. Whereas, in the marketing division, innovation and creativity are essential for success. Theory X and Theory Y are not opposites and neither is one completely better than the other one. The theories are just a guideline on how which way theory X or theory Y would better suit the company and produce a better work environment as well as increasing productivity. Application of Theory X and Theory Y Theory X and theory Y represent two extremes to draw the fencing within which the organisational man is seen to behave. No man would belong completely to either theory X or theory Y. Thus, these theories of motivation are important tools in understanding the behavior of human beings and in designing the incentive schemes to motivate the

employees. Neither of the two sets of assumptions is applicable fully in all situations and to all types of people. It has been noted that theory X is more applicable to unskilled and uneducated lower-level workers who work for the satisfaction of their basic needs of food, clothing and shelter. Theory Y seems to be more applicable to educated, skilled and professional employees who understand their responsibility and are self-controlled. However, there can be exceptions. A lower-level employee may be more responsible and mature than a well-qualified higher-level employee. The examples of highly placed employees in modern organisations shirking responsibility are not uncommon. Therefore, the management should use an amalgamation of both the theories to motivate different employees.

Chapter 6 : Douglas McGregors Theory X and Theory Y of Motivation

Instances of Theory X and Theory Y management styles. In a Theory X type organization, tangible rewards are used as incentives. Such organizations design regulations and compel the employees to comply with them or face unfavorable consequences (punishment).

He avoided descriptive labels and simply called the theories Theory X and Theory Y. Beyond this point, the two theories of management diverge. Theory X Theory X assumes that the average person: Dislikes work and attempts to avoid it. Has no ambition, wants no responsibility, and would rather follow than lead. Is self-centered and therefore does not care about organizational goals. Is gullible and not particularly intelligent. Essentially, Theory X assumes that people work only for money and security. The hard approach relies on coercion, implicit threats, close supervision, and tight controls, essentially an environment of command and control. The soft approach is to be permissive and seek harmony with the hope that in return employees will cooperate when asked to do so. However, neither of these extremes is optimal. The hard approach results in hostility, purposely low-output, and hard-line union demands. The soft approach results in ever-increasing requests for more rewards in exchange for ever-decreasing work output. The optimal management approach under Theory X probably would be somewhere between these extremes. However, McGregor asserts that neither approach is appropriate because the assumptions of Theory X are not correct. Theory X management styles in fact hinder the satisfaction of higher-level needs. Consequently, the only way that employees can attempt to satisfy their higher level needs in their work is by seeking more compensation, so it is quite predictable that they will focus on monetary rewards. While money may not be the most effective way to self-fulfillment, in a Theory X environment it may be the only way. Under Theory X, people use work to satisfy their lower needs, and seek to satisfy their higher needs in their leisure time. But it is in satisfying their higher needs that employees can be most productive. McGregor makes the point that a command and control environment is not effective because it relies on lower needs as levers of motivation, but in modern society those needs already are satisfied and thus no longer are motivators. In this situation, one would expect employees to dislike their work, avoid responsibility, have no interest in organizational goals, resist change, etc. From this reasoning, McGregor proposed an alternative: Theory Y The higher-level needs of esteem and self-actualization are continuing needs in that they are never completely satisfied. As such, it is these higher-level needs through which employees can best be motivated. Theory Y makes the following general assumptions: Work can be as natural as play and rest. People will be self-directed to meet their work objectives if they are committed to them. People will be committed to their objectives if rewards are in place that address higher needs such as self-fulfillment. Under these conditions, people will seek responsibility. Most people can handle responsibility because creativity and ingenuity are common in the population. McGregor stressed that Theory Y management does not imply a soft approach. McGregor recognized that some people may not have reached the level of maturity assumed by Theory Y and therefore may need tighter controls that can be relaxed as the employee develops. Theory Y Management Implications If Theory Y holds, the firm can do many things to harness the motivational energy of its employees: Decentralization and Delegation - If firms decentralize control and reduce the number of levels of management, each manager will have more subordinates and consequently will be forced to delegate some responsibility and decision making to them. Participative Management - Consulting employees in the decision making process taps their creative capacity and provides them with some control over their work environment. Performance Appraisals - Having the employee set objectives and participate in the process of evaluating how well they were met. If properly implemented, such an environment would result in a high level of motivation as employees work to satisfy their higher level personal needs through their jobs.

Chapter 7 : Theory X and Theory Y (McGregor Work Motivation) - Googlesir

Unlike in Theory X, Douglas McGregor starts from the assumption in Theory Y that people have different needs. Theory Y assumes that people are inherently happy to work, they want to exert themselves and they are motivated to pursue objectives.

Next Page Our management style is firmly influenced by our beliefs and assumptions about what encourages members of our team like: If we believe that our team members dislike work, then we tend towards an authoritarian style of management. However, if we assume that employees take pride in doing a good job, we tend to adopt a more participative style. According to this theory, management must firmly intervene to get things done. Abstain responsibility and the need to be directed. Demand to be supervised at each and every step, with controls put in place. Require to be attracted to produce results, else they have no ambition or incentive to work. McGregor observed that X-type workers are in fact mostly in minority, and yet in mass organizations, such as large scale production environment, X Theory management may be needed and can be unavoidable. Theory Y This theory explains a participative style of management, that is, distributive in nature. It concludes that employees are happy to work, are self-motivated and creative, and enjoy working with greater responsibility. Explore and accept responsibility and do not need much guidance. Assume work as a natural part of life and solve work issues imaginatively. In Y-type organizations, people at lower levels are engaged in decision making and have more responsibility. While, Theory Y considers that people are self-motivated, and sportingly take responsibilities. Management Style and Control In Theory X-type organization, management is authoritarian, and centralized control is maintained. While in Theory Y-type organization, the management style is participative, employees are involved decision making, but the power retains to implement decisions. Work Organization Theory X employees are specialized and the same work cycle continues. In Theory Y, the work tends to be coordinated around wider areas of skill or knowledge. Employees are also motivated to develop expertise, and make suggestions and improvements. Coming to Theory Y-type organizations, appraisal is also regular and crucial, but is usually a separate mechanism from organizational controls. Theory Y-type organizations provide employees frequent opportunities for promotion. Application Admitting the fact that Theory X management style is widely accepted as inferior to others, it has its place in large scale production procedure and unskilled production-line work. Many of the principles of Theory Y are widely accepted by different types of organization that value and motivate active participation. Theory Y-style management is appropriate for knowledge work and licensed services. Licensed service organizations naturally develop Theory Y-type practices by the nature of their work, even high structure knowledge framework, like call center operations, benefit from its principles to motivate knowledge sharing and continuous improvement.

Chapter 8 : Motivation Theory X and Theory Y

Theory X and Theory Y are theories of human work motivation and management. They were created by Douglas McGregor while he was working at the MIT Sloan School of Management in the s, and developed further in the s.

After reading you will understand the background and the practical basics of these leadership styles. He referred to these two perceptions as Theory X and Theory Y. Theory X In Theory X, Douglas McGregor summarizes the traditional view of management in a number of characteristic assumptions in which autocratic leadership style, close supervision and the hierarchical principle are the key elements. Theory X starts from the assumption that people are naturally lazy, want to avoid work as much as possible, do not wish to take responsibility, have no ambition and prefer to be supervised. The authoritarian leadership style is therefore the most appropriate leadership style in Theory X. According to this theory, pure work motivation consists of financial incentives. People want to avoid work and they must be continually coerced and controlled. Therefore, the system of rewards and punishments works best for them. Furthermore, their tasks and how these should executed must be laid down in detail. According to this theory, people definitely do not wish to bear any responsibility for their work. Theory Y assumes that people are inherently happy to work , they want to exert themselves and they are motivated to pursue objectives. There is no need for the system that involves rewards and punishments. People are prepared to take responsibility for everything they do. People want to use their creativity and they like to take a creative problem solving approach. Principle of theory Y The central principle of Theory Y is that of integration: They want to get the most out of their work through satisfaction, appreciation and motivation. Theory Y invites renewal processes and motivation can be traced back to the style of leadership. Theory Y therefore assumes that control, rewards and punishments are not the only ways to stimulate people. People can focus on the objectives they pursue through self-direction and self-control. Capabilities A democratic leadership style arises on the basis of Theory Y which allows the employees to have a greater say. Encouragement and rewards are used rather than control and coercion. Employees are given an opportunity to develop themselves and put their capabilities to good use. When an organization does not respond to this, employees will start looking for possibilities to deploy their skills outside their work. Initially, they will focus on hobbies, committee and voluntary work, but eventually this could result in a hunt for another job. Theory X managers and Theory Y managers often see their perceptions of people confirmed. The democratic approach of Theory Y makes people feel comfortable as a result of which they commit themselves wholeheartedly to the organization. Managers who build on the basic principles of Theory X, are often met with a vicious circle in which their suppositions become reality and in which cause and effect are reversed. Their employees are accustomed to coercion and control and will therefore not make any effort at all or bear responsibility. Influence A good manager will realize that leadership affects employee behaviour. In addition to their preference for a certain leadership style and the work that has to be done, a manager will either opt for Theory X or Theory Y. Theory X will sooner be implemented in industrial organizations where activities revolve around a high degree of productivity. In instances where the thinking process is important and the employee is expected to act on their own responsibility, managers prefer to opt for Theory Y. Do you recognize the practical explanation of do you have more suggestions? What are your success factors for the good leadership? Share your experience and knowledge in the comments box below. If you liked this article, then please subscribe to our Free Newsletter for the latest posts on Management models and methods. More information Heil, G. The human side of enterprise. Theory X and theory Y. How to cite this article: Retrieved [insert date] from ToolsHero: Your rating is more than welcome or share this article via Social media!

Chapter 9 : Theory X and Theory Y - Wikipedia

Based on the premises concerning human behaviour, Prof. Douglas McGregor put forward a theory of motivation, called as theory X and theory Y. Theory X is a conventional approach to motivation, based on negative assumptions.

Probably, when a need of an individual is satisfied, then another rise, soon it becomes a cycle and makes the individual to get motivated for the work in order to achieve such satisfaction. The management has always been a critical sector of the organization and viewing employee motivation is really a tough job, but the innovative theories made it very easy to analyze and explore for significant solutions to raise the employee motivation. McGregors theory is also from are one of those theories that comprise much influence on both the management and the employee. Further, details of two distinct theories, i. Theory X and Theory Y , given by McGregor, are explained below with the main assumptions of each theory. There are two theories, i. Theory X and Theory Y , introduced in the book and are known for management and human motivation. The theories concentrate on two various models of potential motivation that is implemented by the managers across human resources management, organizational communication, organizational development and organizational behavior. As per assumption of McGregors theory X, the employees really dislike the work, so they are forced to do it. Theory Y highlights the work satisfaction of employees and gives authority to the employees to creatively approach the tasks. At some point, the theory Y shows the passion and interest of employees at work. Both theories cover distinct roles and assumptions that are defined below. Theory X Assumptions Individuals should be threatened and controlled strictly with the aim to keep them work hard and smart, as they dislike the work. The human dislikes responsibilities, prefers to be directed, remains unambiguous and wishes for security averagely. Today, above assumptions are applied across the most of the organizations and in the result two factors rise up constantly such as tough management consisting tight control and punishments and soft management that tend to offer comfort at work. Both factors are wrong as an individual seeks greater than just being rewarded financially, which is command motivation that can be termed as an opportunity for the individual to fulfill the career. In theory X, managers do not offer motivational command at work to their subordinates or staff, so probably the employees behave exactly according to the expectations. Theory Y Assumptions The process of putting mental or physical efforts in the work seems as convenient as rest or play. Punishment and strict control are not only certain ways to motivate employees and keep them working effectively. Besides, the individual will work with own interests as the individual is focused on the goals of the organization. The outcome will be an efficient commitment to the organization only if the job is satisfying and meets a set of specific needs of the individual. The average professional learns, under certain situations, not only to approve the responsibility, but also to seek for it. A great number of employees can solve work problems by using creativity, ingenuity, and imagination. Capabilities of the average individual are partially utilized under the situation similar to modern industrial life. As per various comments on the assumptions of both theories, Theory Y seems a little bit tough to be given a practical shape as it requires the employees to be satisfied and motivated enough. Above assumptions are the results of social science research and determine such ability that an individual possesses, which should pointed-out by the organization with the aim to become extra effective. According to McGregor, both theories have quite different roles, where McGregors Theory Y might seem hard to be put into action across large operations, yet it can be proved to be efficient and effective in the management sectors.