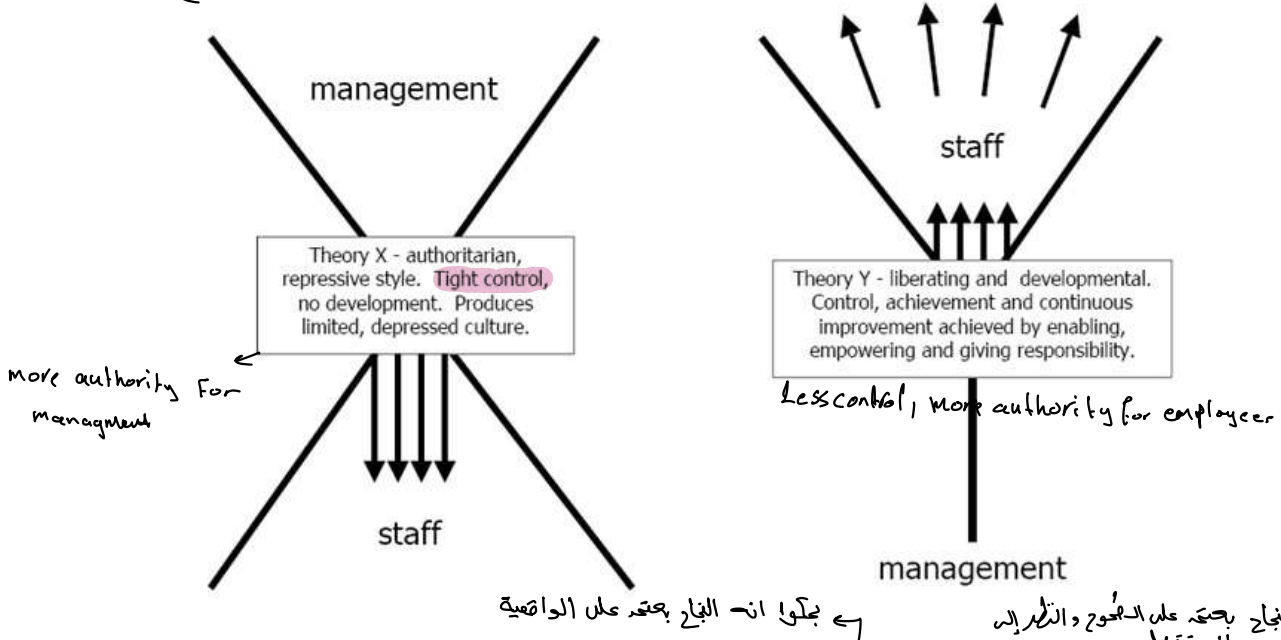




this theory remains a valid basic principle from which to develop positive management style and techniques.

restricted ← 'Theory X'
نظام الإدارة الشمولي الدكتاتوري

'Theory Y' → more flexible ← النظام المرن



Attitudes toward workers	X named group	Y names group
Management style and control	Authoritarian and centralized control is retained. Management	Participative: Management involves employees in decision making but retains power to implement decisions. Freedom
The essential task of management	To organise the elements of productive enterprise— money, materials, equipment, people—in the interest of economic ends. يعتمد على الإنتاجية يعتمد على الأرقام والأعداد	To arrange organizational conditions and methods of operation. Trust of people So that people can achieve their own goals best by (people empowerment) directing their own efforts toward organizational objectives. Human material
Attitude toward work	People have an inherent dislike for work and will avoid it whenever possible. يعتقد انه الناس يتجنبون العمل و انهم يكرهون العمل under control	People will exercise self-direction if they are committed to the objectives; Work is as natural as work and rest.
Ambition & Responsibility	People are not ambitious, they want to avoid responsibility.	People are ambitious; they are willing to take on responsibility.