

Management Theories

The world of management encompasses a plethora of theories, and high among them are modern management theory, theory X and theory Y.

1- Modern Management Theory

Modern Management Theory is a contemporary approach that views organizations as dynamic systems influenced by both internal factors and the larger external environment. It recognizes that individuals are driven by various factors, such as satisfaction and personal growth.

Here are some important terms in modern management theory:

1 Just-In-time: This system was introduced from Japan in the 1980s. It means ordering components exactly when you need them and supplying goods exactly when the customer needs them. It eliminates storage time and reduces costs.

2 Corporate downsizing: Many large corporations and multi-nationals had grown too complex by the 1990s. Some sectors of the organization were less profitable. Many of these companies sold off or closed the under-performing sectors.

3 Empowerment: Management increasingly understands the value of sharing power with others throughout the organization. This leads to more participation in decision-making.

4 Team-working: This is closely related to empowerment. By encouraging to work in very fluid teams, responsibility is shared. Employees and managers at all levels develop a better self-identity and work becomes more interesting. This system is seen as much more efficient and linear or hierarchical structures.

5 Re-engineering: This is a total revision and restructuring of an entire company. It involves asking fundamental questions about the objectives of the business and how it ' operates. It aims to create big improvements in cost, quality, service and product.

6 Total Quality Management: This management approach focuses on measuring the quality of service in all aspects. The idea is to develop systems that are more efficient and more economical, but which are also more able to meet the needs of customers.

7 Outsourcing: This approach recognizes that companies cannot do everything. it can be better to use external suppliers for some specialist I operations, or particular components in manufacturing. This decision can create quality improvements and cost savings.

8 Learning Organization: Many companies have developed internal training programs to help with staff development. This is an important investment in the workforce. It not only makes people better at their job, but it also makes them happier. It may also help companies to keep their best managers and staff.

2- Theory X and Theory Y

a- Theory X

Theory X managers believe that people dislike work. Work is necessary because if you do not work you cannot live. People are naturally lazy. They prefer to be directed. So managers have to tell their subordinates what to do. Managers have to organize the workers and pressure them to do things. The manager's job is to think about the goals of the organization then make workers realize the goals. Subordinates want security. They want managers to organize and control everything. So Theory X managers are authoritarian. Managers are the bosses. They decide the goals and give orders. They direct everything, from the top down.

b- Theory Y

Theory Y is more or less opposite to Theory X. Theory Y managers believe that people like work. Work is necessary because people want to work to feel happy. People are naturally industrious. They prefer to participate in decision-making. Managers discuss with their subordinates what to do. Managers organize communication channels with the workers and listen to their opinions. The manager's job is to establish the goals of the organization with the workers, so that together they can realize the goals. Subordinates want managers to involve them, to delegate decision-making, to allow them autonomy. Theory Y managers are team-oriented. They trust their subordinates. The organization is less hierarchical and more creative.