

DOUGLAS MCGREGOR



THE HUMAN SIDE OF
ENTERPRISE
ANNOTATED EDITION

Updated and with new commentary by
Joel Cutcher-Gershenfeld

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The Human Side Of Enterprise

K Morrison



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The Human Side of Enterprise Douglas McGregor, 1960 The text deals with policies and practices in the management of human resources in business and industrial organization examining them in the light of current social science knowledge about human nature and behavior Two important suppositions form the basis of this material Theory X the assumptions upon which traditional organizations are based and which appear inadequate for the full utilization of human potentialities Theory Y the assumptions consistent with current research knowledge which could lead to higher motivation and greater realization of both individual and organizational goals The implications of Theory Y in regard to the administration of salaries and promotions performance appraisal staff line relationships participation leadership management development and the managerial team are discussed

The Human Side of Enterprise, Annotated Edition Douglas McGregor, 2006-01-11 What are your assumptions implicit as well as explicit about the most effective way to manage people So began Douglas McGregor in this 1960 management classic It was a seemingly simple question he asked yet it led to a fundamental revolution in management Today with the rise of the global economy the information revolution and the growth of knowledge driven work McGregor's simple but provocative question continues to resonate perhaps more powerfully than ever before Heralded as one of the most important pieces of management literature ever written a touchstone for scholars and a handbook for practitioners *The Human Side of Enterprise* continues to receive the highest accolades nearly half a century after its initial publication Influencing such major management gurus such as Peter Drucker and Warren Bennis McGregor's revolutionary Theory Y which contends that individuals are self motivated and self directed and Theory X in which employees must be commanded and controlled has been widely taught in business schools industrial relations schools psychology departments and professional development seminars for over four decades In this special annotated edition of the worldwide management classic Joel Cutcher Gershenfeld Senior Research Scientist in MIT's Sloan School of Management and Engineering Systems Division shows us how today's leaders have successfully incorporated McGregor's methods into modern management styles and practices The added quotes and commentary bring the content right into today's debates and business models Now more than ever the timeless wisdom of Douglas McGregor can light the path towards a management style that nurtures leadership capability creates effective teams ensures internal alignment achieves high performance and cultivates an authentic value driven workplace lessons we all need to learn as we make our way in this brave new world of the 21st century

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is a complex question and one central to good business organization Management scholar Douglas McGregor's seminal 1960 book *The Human Side of Enterprise* is perhaps the most influential attempt to answer that question and provides an excellent example of strong evaluative and reasoning skills in action Evaluation is all about judging the strength and weakness of positions a critical evaluation asks how acceptable a line of reasoning is how adequate relevant and convincing the evidence is McGregor sought to find out what makes a good manager by evaluating different management approaches their assumptions about human behavior and effects they had In his view management approaches could be roughly broken down into two theories Theory X which held a negative idea of employee motivations and Theory Y which made positive assumptions about them In McGregor's evaluation Theory Y produced markedly better results in productivity and other measurable areas On this basis McGregor reasoned out a strong persuasive argument for adopting Theory Y strategies on a grand scale

The Human Side of Enterprise Stoyan Stoyanov, Monique Diderich, 2017-07-05 An analysis of Douglas McGregors seminal 1960 book this resource reveals how McGregor sought to find out what makes a good manager by evaluating different management approaches their assumptions about human behavior and effects they had

An Analysis of Douglas McGregor's the Human Side of Enterprise Stoyan Stoyanov, 2017 *Douglas McGregor, Revisited* Gary Heil, Warren Bennis, Deborah C. Stephens, 2000-05-01 The words of Douglas McGregor one of the fore fathers of management theory and one of the top business thinkers of all time cannot and should not be ignored McGregor's vision of a more humanistic workplace may not have been widely accepted over three decades ago but technological advancements that McGregor himself anticipated have paradoxically helped companies become more human Viewing employees not as cogs in the machine but as living beings with individual goals what McGregor called the human side of the enterprise has proven to provide a remarkable competitive advantage Now with the rise of the networked economy the growing power of frontline workers and the shift in power from mass producer to individual consumer authors Gary Heil Warren Bennis and Deborah Stephens assert that McGregor's ideas are more important and relevant than ever before *Douglas McGregor Revisited* emphasizes McGregor's lasting influence and updates his thinking with new concepts fresh strategies and modern implementation This timely work traces McGregor's original thinking which has emerged in current approaches that stress distributed leadership open minded appraisal techniques and employee customer commitment Highlighted throughout with gems of wisdom in McGregor's own words the book describes the value of his theories for today's managers The authors carefully outline how to put McGregor's thinking into practice in your own business so you can Devise a better performance management system Form and supervise effective management teams Build cooperation instead of internal competition Cultivate an intrinsically motivating values driven workplace Create a cause worthy of employee commitment Also featured are examples from a host of companies and leaders who have flourished under McGregor's approach Authoritative and highly instructive *Douglas McGregor Revisited* offers new generations of managers important lessons from history and from the

field

Praise for Douglas McGregor Revisited This book revisits in a contemporary manner the most important question facing management today given what we know about human nature how should work be managed so as to unleash the vast creative potential of human beings The evidence is overwhelming that many people either come to an organization or can be appropriately led to exhibit the behavior McGregor characterized as Theory Y This book provides a how to approach for developing people at work and for establishing high performance organizations

Joseph A Maciariello Horton Professor of Management Peter F Drucker Graduate School of Management Claremont Graduate University and Claremont McKenna College Author of Lasting Value Lessons from a Century of Agility at Lincoln Electric Douglas McGregor s seminal works *The Human Side of the Enterprise* and *The Professional Manager* debunked Taylorism and described a revolutionary way to manage people He was the first to apply the findings in behavioral science to the world of business Based on what had been learned about human behavior McGregor explored the implications of managing people in a different manner than tradition dictated The nature of work today makes McGregor s ideas more relevant than ever before This important book applies his thinking to today s business world proving again that the human aspect of work is crucial to organizational effectiveness It also suggests how you can change your thinking and implement his ideas in your own business and workplace

[The Human Side of Management](#) George S. Odiorne,1990-08-01 No descriptive material is available for this title

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