

Theory X

View of work
Dislike and Avoid it

*Attitude toward
responsibility*
Avoid it, Seek formal
direction

Attitude toward innovation
Security valued over
ambition

Ability to Control
Coerced, Controlled,
Threatened

Theory Y

View of work
As natural as rest and
play

*Attitude toward
responsibility*
Accept and seek it

Attitude toward innovation
Individuals capable of
innovation

Ability to Control
Self direction, Self
Control

Theory Z

View of work
Whole part of a person

*Attitude toward
responsibility*
Collective Responsibility

Attitude toward innovation
Whole is better than sum of
parts

Ability to Control
Implicit Control by
Loyalty to team

A Z Of Management

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