Motivation & Performance

Individual’s performance are broadly two types:
   i) Individual & ii) Situational

From the previous figure, we can derive that individual performance depends on the following factors:

1. Motivation of the individual
2. His sense of competence
3. His ability
4. His role perception &
5. Organizational resources  

The double headed arrow indicates that the two variables mutually influence each other. Reward, as a result of individual’s performance affects his level of motivation.
Theory X
• The traditional assumptions about nature of people, according to McGregor are included in Theory X as follows:

1) Average human beings have an inherent dislike for work and will avoid it if they can.

2) Because of this human characteristic of disliking work, most people must be coerced, directed and threatened with punishment to get them to put forth adequate effort toward the achievement of organizational objectives.

3) Avg. human beings prefer to be directed, wish to avoid responsibility, have relatively little ambition and want security above all.
“Theory X” Vs “Theory Y”

• They are only assumptions and not prescriptions or suggestions for managerial strategies.
• Theory X is pessimistic, static and rigid while Theory Y is optimistic, dynamic and flexible.
• These theories do not imply hard or soft approach. The effective manager recognizes the dignity and capabilities, as well as the limitations of people and adjusts behaviour as demanded by the situation.
• They are completely different views of people and not to be assume to be on a continuous scale on two opposite ends