

Some motivation theories

McGregor's Theory of X and Y

McGregor believed that all workers fit into one of two groups, X and Y.

- **Theory X**



Managers who accept this theory believe that people need to be watched every minute. People are incapable, avoid responsibility and avoid work whenever possible.

- **Theory Y**



Managers who accept this theory believe that people are willing to work without supervision, and want to achieve. People can direct their own efforts.

Maslow's Hierarchy of Needs

Maslow's message is that people do not work for security or money. They work to contribute and to use their skills. Maslow calls this "self-actualization."

He created a pyramid to show how people are motivated and said that one cannot ascend to the next level until the levels below are fulfilled.

