**MS ANONYMOUS**

**Organizational Behavior Self-Assessment**

**Assessment No. 1 Managerial Assumptions My Score: x= 6/ y= 3**

**I. Self-Analysis Profile Describing the Assessment and Interpretation of Score.**

McGregor’s theories are a great interpretation of how managers can perceive what effectively motivates their workers. Understanding your assumptions about employees’ motivation will influence your management style. Theory X managers assume that employees are naturally unmotivated and dislike working. Theory Y managers assume that employees are happy to work, are self-motivated, and enjoy greater responsibility. Having knowledge of which management style you are can help you manage people more efficiently.

**II. Interpretation**

My score means I have more of a Theory X style of management. I believe this is accurate because based on my experience with the younger generation, it seems no one like responsibility or likes to go the extra mile to get things accomplished without being told. Many people in my circle go to work because it pays well and they have to provide for themselves and their families. Very few people have jobs that they actually enjoy. This leads me to believe that since workers are less self-motivated, they should receive more supervisor direction and work in more controlled environments, which is an authoritarian style of management. Because I encourage authoritarian style of management, I have negative views of others in the workforce.

**III. List and Briefly discuss Organizational Behavior Concepts Identified**

This theory directly relates to the role of a manager and the employees. Theory X puts employees in more of a controlled environment which limits their freedom and creativity. Theory Y is more relaxed and allows employees to be responsible for themselves without a lot of direction. This can relate to one being empowered and accountable for the choices that they make within the parameters of the organizations goals.

**IV. Implications for Organizational Behavior from an Employee and Management Perspective**

Personally, I think it is better to manage from a Theory X style of management; however, I would work better under a Theory Y style. I motivate myself and I strive on completing tasks and getting things accomplished so I don’t need a lot of supervision to get my job done. Even though we as managers may have our preference in managing employees, from an organizational perspective, I think the best thing to do is to evaluate the type of employees you have and find the best management style that is more effective on them.