

THEORY X

1. Employees dislike work and will try to avoid it.
2. Employees prefer to be controlled and directed.
3. Employees seek security, not responsibility.
4. Employees must be intimidated by managers to perform.
5. Employees are motivated by financial rewards.

THEORY Y

1. Employees view work as a natural part of life.
2. Employees prefer limited control and direction.
3. Employees will seek responsibility under proper work conditions.
4. Employees perform better in work environments that are nonintimidating.
5. Employees are motivated by many different needs.

THEORY Z

1. Employee involvement is the key to increased productivity.
2. Employee control is implied and informal.
3. Employees prefer to share responsibility and decision making.
4. Employees perform better in environments that foster trust and cooperation.
5. Employees need guaranteed employment and will accept slow evaluations and promotions.