



Centurion
UNIVERSITY

*Shaping Lives...
Empowering Communities...*

Z Theory of Motivation

William Ouchi developed Theory Z after making a comparative study of Japanese and American management practices. Theory Z is an integrated model of motivation.

Theory Z suggests that large complex organisations are human systems and their effectiveness depends on the quality of humanism used.



Centurion
UNIVERSITY

*Shaping Lives...
Empowering Communities...*

Theory Z is a hybrid system which incorporates the strengths of American management (individual freedom, risk taking, quick decision-making, etc.) and Japanese management (job security, group decision-making, social cohesion, holistic concern for employees, etc.) systems.



Centurion
UNIVERSITY

*Shaping Lives...
Empowering Communities...*

Z organisation has three major features—

Trust,

Subtlety

Intimacy



Centurion
UNIVERSITY

*Shaping Lives...
Empowering Communities...*

The distinguishing features of Theory Z are as follows-

1. Mutual Trust
2. Strong Bond between Organisation and Employees
3. Employee Involvement
4. Integrated Organisation
5. Coordination
6. Informal Control System
7. Human Resource Development



Centurion
UNIVERSITY

*Shaping Lives...
Empowering Communities...*

Goal Setting Theory

According to this theory an Individual's path to performance is motivated by goal (Locke, 2000; Locke & Latham, 1990).

A specific, important, and difficult but attainable goal, when accepted, leads to higher performance than a general, unimportant, and easy goal.



Centurion
UNIVERSITY

*Shaping Lives...
Empowering Communities...*

How to motivate people in the organisation

Meeting basic human needs.

Fitting people's traits and skills with the nature of work.

Setting goals.

Treating people equitably.

Enhancing beliefs that desired rewards can be attained.

Designing jobs so as to make them more desirable.