

What Are Theory X and Theory Y?

Worksheet

Theory X: managers assume workers dislike work and need external motivation and control. Theory Y: managers assume workers enjoy work, are self-directed, and seek responsibility and creativity.

Questions

1. Theory X managers assume workers

- A) love their jobs
- B) avoid work without supervision
- C) naturally seek growth
- D) work best in groups

2. Theory Y leads to

- A) strict rules
- B) low trust
- C) autonomy and engagement
- D) fear-based motivation

3. Which is NOT a Theory X trait?

- A) external motivation
- B) seeking responsibility
- C) avoiding work
- D) needing supervision

4. McGregor's theories focus on

- A) payroll systems
- B) management philosophy
- C) product design
- D) marketing

5. A factory manager is worried workers will slack off without surveillance. Which theory guides this?

6. A tech startup gives engineers autonomy to pick their projects and flexible hours. Why?

7. A manager switches from strict rules to collaborative decision-making. What changed?

8. Define: What is Theory X?

9. Define: What is Theory Y?

10. Define: Which theory uses tight control?

Answer Key

1. B) avoid work without supervision - Theory X assumes workers dislike work and need close control.
2. C) autonomy and engagement - Theory Y trusts workers to self-direct, boosting engagement.
3. B) seeking responsibility - Seeking responsibility is Theory Y - X assumes the opposite.
4. B) management philosophy - McGregor's work addresses how managers view and motivate workers.
5. The manager assumes workers dislike work and avoid responsibility. This is Theory X - focuses on external control, monitoring, and punishment.
6. The leadership trusts engineers are self-motivated and will deliver quality work. This is Theory Y - assumes workers seek responsibility and take pride in results.
7. The manager moved from Theory X (distrust, control) to Theory Y (trust, autonomy). Employees respond with higher engagement and creativity.
8. McGregor's view: workers are lazy, need close supervision, motivated by money/fear.
9. McGregor's view: workers enjoy work, are self-directed, seek responsibility and growth.
10. Theory X - assumes workers avoid work and need external motivation.

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