

**POLI 370**

## **Neo-Classical Era of Politics and Public Administration**

**(Maslow, Parker-Follett, McGregor)**

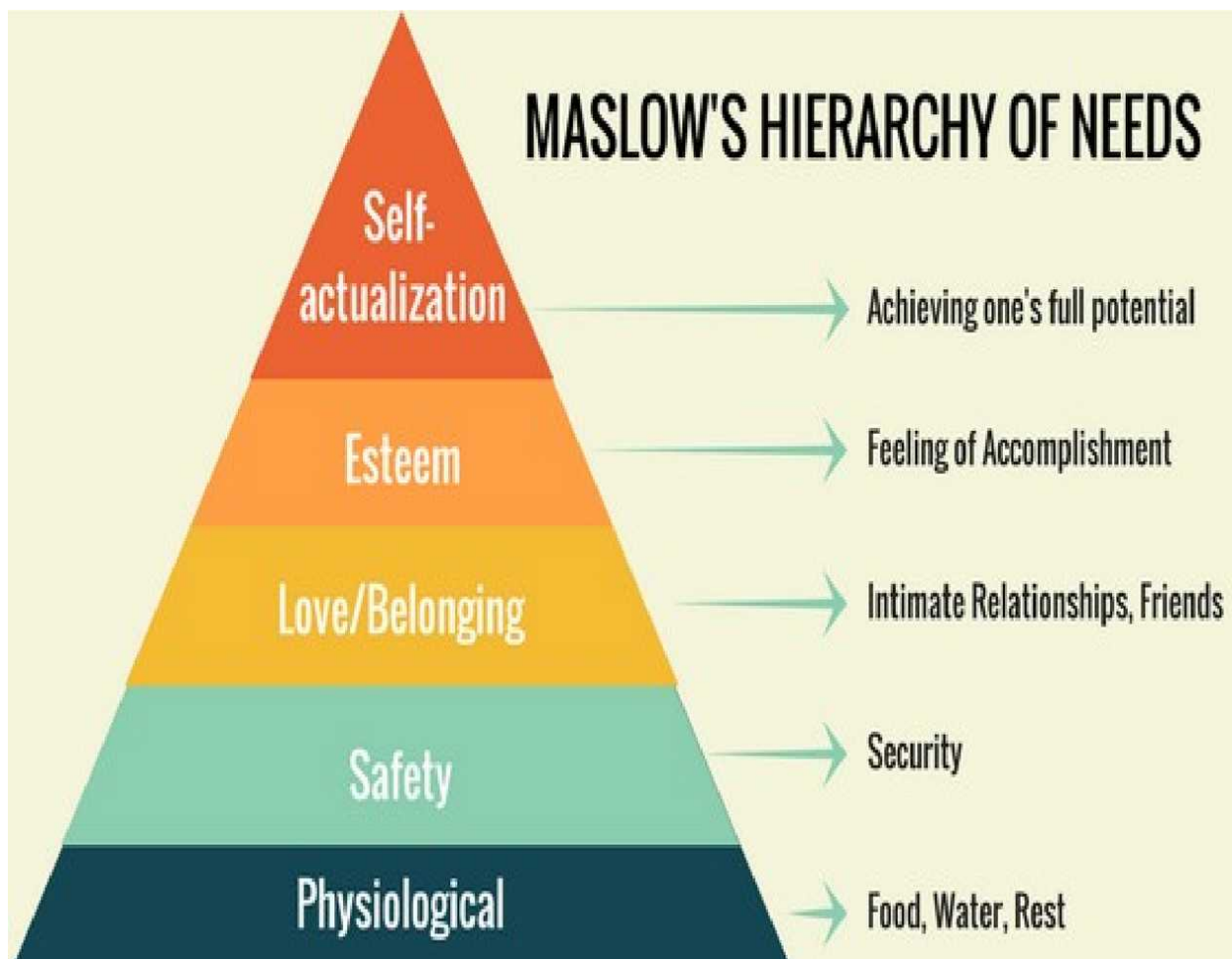
### **Abraham Maslow**

~ Theory of Human Motivation (1943)

~ Hierarchy of needs

~ A hallmark of the human relations movement

- Everyone needs food, water, and sleep (Human needs)
- Safe place to live, and security (Pay/ Civil life)
- Friends and belonging to an organization (Esprit De Corps)
- Individual confidence and self esteem will be built up as a result of belonging
- Once someone has developed confidence, they can reach their full potential



## Mary Parker-Follett

- ~ Mother of Modern Management
- ~ Human side of organizational management
- ~ Informal and Lateral processes within an organization
  - American Social Worker & Author
  - Coordination among leaders & workers leads to success
  - Getting this done through people
  - Universal Goal (Organization and individuals synced)

## Douglas McGregor

- ~ Theory X and Theory Y
- ~ X can become oppressive and controlling
- ~ Y can delegate too much and can be seen as lazy
  - X = Guidance and direct leadership (controlled)
  - Y = Task, figure it out, be creative and take initiative (relaxed)

