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Page 8/29

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X, which is authoritarian. Theory Y is used by managers who believe employees are responsible, committed and self-motivated. This is a participative management style that gives rise to a more collaborative work environment, whereas theory X leads to micromanaging.

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In practice, managers are required to evaluate patterns and events in their companies so as to determine the best management approach. This way, they are able to collaborate on different programs so that they can work as a collective whole rather than as isolated

units. 3. Contingency Management Theory

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Page 19/29

of management. Long ago Henri Fayol, a leading French industrialist, indicated the need for a theory that would include a collection of principles, roles, methods and procedures which have already been tried and checked by general experience.

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Page 25/29

Career practice and development; Career theory and models; Career theory and models. There are numerous career theories and models, and no single one is sufficient to describe the broad field of career development. In this section you will find introductions to some of these core theories, and their key ideas.

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