

DELINEATION OF FACTORS RELATED
TO EUPSYCHIAN-MANAGEMENT

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A B S T R A C T

The present study aimed at delineating factors favoring eupsychian management in Indian industry. The concept of eupsychian management was derived from Maslow's Z theory of motivation.

Twenty hypotheses were tested to explore the relationships of two demographic variables (age and education) and eight organizational factors (income, position, levels of superior positions existing above the position, levels of subordinate positions existing below the position, length of service, personal belief system, attitude towards change and organisational climate) with three dimensions of eupsychian management (Time-competence, Inner-directedness and self-actualizing values).

A random sample of 200 engineers and supervisors was selected from five private textile industries at Kanpur in India. Data were collected through a set of inventories and analysed using univariate, bivariate, and multivariate statistical techniques.

It was found that age, education and length of service affected growth toward eupsychian management not directly but through the mediation of belief system, bureaucratic-orientation, and attitude toward change. Multivariate analysis of data showed that income, hierarchical position, belief system, attitude toward change and bureaucratic-orientation significantly influenced the eupsychian growth of the selected industries.

The results suggest that the management facilitates employees' time-competence and inner-directedness to the exclusion of their self-actualizing values. Though the management functions at the level of theory Y, it has yet to reach the level of theory Z.

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