

Libyan International University
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Human Resource Theories

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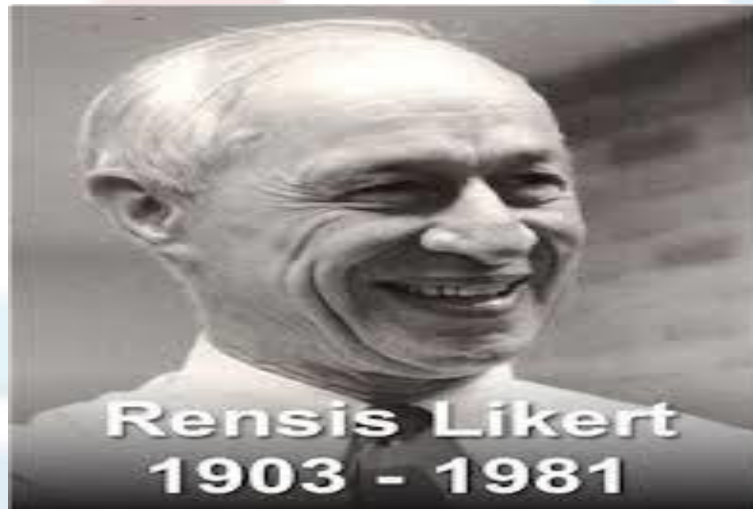
Introduction

Human resource theories posit that all workers are reservoirs of untapped resources.

These resources include not only physical skills and energy.

Objective Definitions

Rensis Likert's Participative Decision Making Theory (PDM)



organizational development theory. The Likert's system made it possible ...

- The management theory of Rensis Likert brought a new dimension to organizational development theory.
- The Likert system made it possible to quantify the results.
- Likert theory also facilitated the measurement of the "soft" areas of management.
- Rensis Likert recognized four management styles, or systems.

The are have four systems:

1. Exploitative-authoritative.
2. Benevolent-authoritative.
3. Consultative.
4. Participative-group

(Porter and Lawler, 1968)

Reference

Porter, L W and Lawler, E E (1968) Managerial Attitudes and Performance, Irwin-Dorsey, Homewood, Illinois

A group of approximately ten people are seated around a large, light-colored conference table in a modern office setting. They appear to be in a meeting, with some looking at laptops and others looking towards the center of the table. The room has large windows in the background, letting in natural light. The text "Thanks" is overlaid in the center of the image.

Thanks