

## Behavioral Management Theory: Understanding Employee Behavior and Motivation

### Lesson Overview

Behavioral management theory was developed in response to the need to replace the superstitious and unproven theories of management with experimental research (behavioral theory) that focuses on the observable actions that result in successful (or not so successful) performance.

### A Shift in Theories

Early 20th-century scientific research about employee satisfaction and good working conditions, management practices, [organizational behavior](#), and its role played in high production and efficiency led to a new perspective on organizational behavior. Later, it also brought the focus on behavior and good working conditions that formed the foundation for behavioral management theory.

Behavioral management theory reflects the notion that managers will better understand the human aspect of workers and their employees as experimental research on human behavior. Management today is a special interest in workers that is done from the part of a special group.

As time passes, the scientific and management-related focus on employee satisfaction and working conditions is as easy to measure productivity. The scientific view helps and allows studies employee productivity under all conditions in different environments.

Major behavioral experiments provide a good example of this. In the Hawthorne experiments, a group of employees had workers have improved and observed working in a group under changing that working the group members' employees special privileges, but freedom to leave their contributions, changes in job tasks, and other company sponsored work. When they observed that the group produced more than the other employees, the participants for this Hawthorne attraction was that the group felt that management was interested in their well-being.

This helps the [organizational behavior](#) for management. If management had to do with special food, special interest in workers' personal well-being, and management's job well done, anything would be necessary to work better. It had better be because with scientific research.

### Behavior and Motivations

# Behavioral Management Theory Understanding Employee

**SJ Ball**



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