

# 5 Lecture - MGT111

## Important Subjective

1. **What is the Human Relations School of thought, and how does it differ from the Classical School of thought?**

Answer: The Human Relations School of thought emphasizes the importance of individual behavior and motivation in the workplace, whereas the Classical School of thought focuses on efficiency and standardization in organizations.

2. **Who is considered the founder of the Human Relations School of thought, and what was their contribution to the field of management theory?**

Answer: Elton Mayo is considered the founder of the Human Relations School of thought, and his contribution was the discovery of the Hawthorne effect, which highlighted the impact of social and personal relationships on individual behavior and motivation in the workplace.

3. **What is the Hawthorne effect, and how does it relate to the Human Relations School of thought?**

Answer: The Hawthorne effect is the potential for individuals to change their behavior or performance when they know they are being observed. It relates to the Human Relations School of thought because it highlights the impact of social and personal relationships on individual behavior and motivation in the workplace.

4. **What is the informal organization, and how does it impact organizational performance?**

Answer: The informal organization is the social and personal relationships between individuals within an organization. It can impact organizational performance by either hindering or enhancing the formal organization's goals and objectives.

5. **What is the role of effective communication in the Human Relations School of thought?**

Answer: The role of effective communication in the Human Relations School of thought is to ensure that all individuals within an organization are aware of the organization's goals and objectives.

6. **What is the role of effective leadership in the Human Relations School of thought?**

Answer: The role of effective leadership in the Human Relations School of thought is to direct individuals towards achieving organizational goals.

7. **How does the Human Relations School of thought view employee motivation?**

Answer: The Human Relations School of thought views employee motivation as being driven by social and psychological factors in the workplace, rather than just financial incentives.

**8. What is the importance of understanding the informal organization in the Human Relations School of thought?**

Answer: Understanding the informal organization is important because it highlights the impact of social and personal relationships on organizational performance.

**9. What is the difference between the formal and informal organization, and how do they interact?**

Answer: The formal organization is the official hierarchy and structure of an organization, while the informal organization is the social and personal relationships between individuals within an organization. They interact by either supporting or hindering the formal organization's goals and objectives.

**10. How does the Human Relations School of thought view the relationship between management and employees?**

Answer: The Human Relations School of thought views the relationship between management and employees as being collaborative, with management working to understand and support the needs of their employees.