

# Theory Z

- Developed by Dr. William Ouchi
- Not necessarily an offshoot of McGregor's Theory X/Y, Ouchi's theory blends modern western management approaches with Japanese management techniques
  - Ironically, many so-called "Japanese" management techniques such as Kaizen are based on American Edward Deming's 14 Points For Management
- Theory Z focuses on increasing employee loyalty to the company by providing a job for life with a strong focus on the well-being of the employee, both on and off the job
- This means stable employment, and high employee morale and satisfaction by creating opportunities for collaboration, lateral job movements, and multi-level participation in decision-making

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