

EVOLUTION OF THEORY Z

In the 1970s and 1980s, many U.S industries lost market share to international competitors, particularly Japanese companies.

- Ouchi contrasted American types of organizations (Type A) that were rooted in the United States' tradition of individualism with Japanese organizations (Type J) that drew upon the Japanese heritage of collectivism.

- Ouchi proposed that a Theory Z management approach could lead to;

1. Greater employee job satisfaction

2. Lower rates of absenteeism and turnover

3. Higher quality products

4. Better overall financial performance for U.S. firms.

Ouchi Theory Z Ppt

J Elliott



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