

Paper –Principles and Practice of Management

Dr. James Hussain

Paper Code-MB-101,

Assistant Professor (Guest Faculty)

MBA, Sem-I

[Email,-mbajames123@gmail.com](mailto:mbajames123@gmail.com)

## **Topic- Human Relations Theory**

Human Relations Theory focuses specifically on the individuals needs and resultant behaviours of individuals and groups. It takes an interpersonal approach to managing human beings. It presents the organization is made up of formal and informal elements.

The formal elements of an organization are its structure. The informal aspects of the organization include the interactions between individuals. In this way, the organization is a type of social system.

### **Elements of Human Relations Theory**

At the core of human relations theory are these six basic propositions:

A focus on people, rather than upon machines or economics

The organizational environment is not an organized social context

Human relations are important in motivating people

Motivation depends upon teamwork, requiring co-ordination and cooperation of individuals involved.

Human relations within teams must fulfill both individual and organizational objectives simultaneously

Individuals and organizations desire efficiency by achieving maximum results with minimum inputs