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Theory Y is the more effective of the two theories and is a fundamental part of the foundation for organizational behavior. While organizational behavior roots can be found in many management theories, it was not officially recognized as a field of its own until the 1970s. Since the 1970s, organizational behavior has developed into its own unique field covering a wide variety of topics for individual and group relations within organizations.

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In perhaps more than any other area of organizational behavior the leadership aspect is a combination of learning theories, power, personality, performance appraisal and motivation. This is because leadership is the process whereby an individual must gain the voluntary participation of subordinates with the goal of attaining corporate objectives.

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Coming out of these various definitions are theories of motivation in organizational behavior and management that attempt to explain and thus advise on what drives motivation for employees. Experts acknowledge anywhere from three to five separate theories of motivation. Maslow's Hierarchy of Needs

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ORGANIZATIONAL BEHAVIOR 3

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