MANAGING AND MENTORING THEORY X AND Y TEACHERS

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Some teachers get great gratification from their work and take great satisfaction in it while others may view it as a burden, load, and simply work to survive. Thus, it is indeed necessary for an administrator and a master teacher to have the ability in handling theory X and Y teachers so managing and mentoring can be more effective.

An administrator and master teacher must extrapolate that Theory X teachers are those that are naturally unmotivated and dislike working. They are the type of teachers and employees that usually avoid responsibility, duty, task, and need to be directed. They have to be controlled, forced, and threatened to deliver what assigned to them. This kind of teachers (Theory X) encourages an authoritarian style in managing and mentoring. Using authoritarian style, management style will actively stimulate those teachers to get things done and accomplished. Administrator and master teacher should supervise Theory X teachers at every step, movement, and shift with controls put in place. It will need to entice Theory X teachers to produce results otherwise, they have no ambition and desire to work. In an organization like this, an administrator will prefer authoritarian management where centralized control is retained.

Nevertheless, in an organization, there are some Theory Y teachers. These teachers are happy to work, are self-motivated and creative, and enjoy working with greater responsibility. They take the tasks and duties assigned to them. They are motivated to fulfill the goals they are given. Having Theory Y teachers in an organization embolden an administrator and master teacher to a participative style of management also called consultative management that is decentralized. They will use this management style to encourage teachers and employees to contribute ideas towards identifying and setting
the goals of the organization, solve the problem, and other actions that may directly affect
the whole organization. Using the participative style of management, administrator and
master teacher can assign works to them since they are the kind of teachers that seek,
accept and cast responsibility. There is no need for many direction and commands for a
task to be done. They also consider work as a natural part of life and solve work problems
imaginatively. This time administrator and master teacher will involve teachers in
decision-making but retains the power to implement the decision.

Managing and mentoring teachers with different behavior and professional
perspective is not an easy task. Choosing the right management style in a particular
setting and specific teacher is indeed a skill and talent that a leader and a manager must
possess.