VIEWPOINTS OF SCHOOL LEADERS TOWARDS THEIR SUBORDINATES

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As a school leader, how do you view your subordinates? Do you treat them as scaffolds that support each other to achieve progress or a mere pawns in a board game inside the four walls of the school ground? There are two ways a leader views people under his command; hence, this is stipulated in the understanding of McGregor’s X and the Y of Management (Mcgregor, 2018). He discussed that X Management Theory sees people as workers who do not like their work. These workers must be coerced, threatened or controlled so that they will execute their jobs accordingly. Do you see them as staff that needs to always be directed like marionettes that need their keys turned for them to move?

As a school leader, do you view your teachers this way? Do you often give directions for strict implementations? Are you hard to approach in matters of decision-making? Do you have to bribe your teachers with incentives of favors so as to make them perform the task given to them? Much worse, do you have to resort to reprimands and memos just to let them perform extra assignments? If that would be the case, you might be implementing the X Theory of Management. Your teachers need to be intrinsically motivated so that they will work out their tasks. This also applies to teachers as well. If most of the answers to those questions raised are yes, then you might rethink on earning your keep in the education sector. Remember, teaching is one of the noblest professions. If these have been observed from your performances then it’s about time to turn around and correct these bad habits.
On the other hand, the Y Theory of Management states that the leader views people to like their jobs (Mind Tools, 2015). They exercise self-direction and need less motivation and supervision. When given responsibilities, they are up for the task. You see them to be creative in solving problems. These types of teachers are the ones you can count on whenever crisis would occur like last minute deadlines, rushed reports and documents. These leaders allow the teachers to see satisfaction from work done as the best motivation. He believes that everyone has intellectual potential that needs only a little nudge or a little push to be explored and developed. At the same time, teachers having this kind of mentality towards work gain a lot of learning experiences and therefore develop more than just teaching skills but also imbibe leadership skills as well. By doing so, they are already learning on how to become leaders in their own rights. Soon enough when the chances are in their favor, it will not be difficult for them to execute the duties and obligations of a school leader.

From both theories of McGregor, the Y Theory of Management proves to be the most beneficial. It is like hitting two birds with a single stone. This seeks satisfaction by achieving potential advances organizational goals. The school management becomes more efficient at the same time the teachers become well equipped with trainings and skills they will need when they opt for a promotion. Employees’ potential and job satisfaction are linked to the achievement of any goal. This leads to a progressive institution and a dynamic work force.

References:
