



Levels	No Orientation	Relationship Orientation	Task Orientation	Both
Less Successful (less effective, And less efficient)	Deserter	<p><i>Development</i> ← <i>مابين</i> Missionary</p> <ul style="list-style-type: none"> -Emphasizes positive climate in the work place. -Sensitive to subordinates' personal needs and concerns. ← <i>الحاجات الشخصيه</i> - Priority is to keep people happy. ← <i>ارضاه الناس فقط</i> -Avoid conflict, cannot enforcing control, cannot say 'No' or denying request, cannot give negative appraisals. <p>Ineffective because the strong desire to be seen as (good person) prevents disruption of relationship to get production. ← <i>كشان تافظ على علاقة الناس وما تزعلهم بتسهمالك</i></p>	<p><i>discussion</i> ← <i>مابين</i> Autocrat ← <i>مفط هوه</i></p> <ul style="list-style-type: none"> -The immediate task before all other consideration -Unilateral decisions without explain or justify them. -Such managers minimize interaction with people. ← <i>الطلمات بار human side بار minus</i> -Ineffective because such manager has little confidence in others and no accounts for human relation. -Employees may dislike such manager and cannot be work unless there is a direct supervision pressure. 	Compromiser
	Basic Or Latent	Separated	Relationship	Task
More successful (More Effective And More Efficient)	Bureaucratic	Developer	Benevolent Autocrat → <i>يعني عمية 0, اها task +</i>	Executive
	not aggressive, not passive	<p>Professional expression of human relation concern.</p> <p>Assertiveness behaviour along with relation orientation.</p> <ul style="list-style-type: none"> -Trust others and aim to develop them. -Work to ensure both satisfaction and motivation. -Creates work environment of subordinates' commitment to both the manager and the job. - Personal development may be unrelated to job or may be at a position which is before short or long-term job production. ← <i>بجمل صفي انا بين personal development و professional results للتطوير</i> 	<p>Professional expression of task concern.</p> <ul style="list-style-type: none"> -Assertiveness behaviour along with task orientation. -Such Manager Implicit trust in him/her self and concerned with both immediate and long run task -Shared decision is applicable based on task goals. -Such managers meet group needs but ignore one to one personal relationship. ← <i>فيه صوره تجاه manager حتى discipline</i> -The environment created is less aggressive toward the manager personality and subordinates are more obedience to manager commands. 	



Task oriented و علاقة Relationship oriented ← Desaster هو 3D theory بناد السوا اسى بناد theory 3D هو
 environment و ولا successful و ولا
 Benvolent Autocrat و Developer Executive ما فى كل فوائده
 Autocrat و Missionary Compromiser ما فى كل مساوئها

Levels	No Orientation	Relationship Orientation	Task Orientation	Both task and Relation
Less Successful (less effective, And less efficient)	Deserter			يكون هو حالة عدم الخوض فى العمل development و long term results ← Compromiser
	-Avoidance of any involvement or intervention. -looking the other way to avoid enforcing rules. -Avoidance of change and planning -Tend to be defensive in nature -Hinder the performance of others through intervention or by withholding information. - Ineffective not only because lack of interest but also because of effect on moral.			-Recognise the advantage of both variables. -Balance task and relation orientation but with passive approach operations. - Ineffective when cannot make sound decisions , tend to minimise immediate problems rather than maximise long term production. - Environment may be in status of paralysis and delay productivity due to both ambivalence and compromise . - Challenge is to translate such good balance to meet both short and long run productivity outcomes.
Basic Or Latent	Separated	Relationship	Task	Integrated
More successful (More Effective And More Efficient)	Bureaucratic (Hidden) ← زي الجيوش	Long term		Executive
	- legalistic and procedural approach -Acceptance of hierarchy of authority; -Preference of formal channels of communication - Effective as the environment follows the rules and maintains a mask of interest . Hidden, mask كلى المس			- Professional expression of compromiser - Balance both orientations with assertive approach. - Such manager can implement both sound decision and continuous development environment . - Maximising both short and long run productivity . This strongly linked to individual performance of subordinates. -Clear and sustain high standards not only for the relationship and tasks but also for the Environment: performance, growth and productivity .

one of the best evolution ← theory اعين هالي management theories