

Research on how to improve management efficiency from the perspective of the evolution of human nature hypothesis

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Abstract: Only by understanding human nature can we better understand people and know how to manage people. Therefore, the theory of human nature is the theoretical basis of management to a certain extent. Confucius said: "Sex is close, and habits are far away". ("Lunyu Yanghuo"). The human nature is similar, the difference is not big. In the acquired life, the difference of human nature is gradually expanding. When exploring the incentive role of leadership in foreign management, these theories can be divided into four types of human hypothesis according to the order of view formation, namely, the hypothesis of "economic man", the hypothesis of "social man", the hypothesis of "self-realization man" and the hypothesis of "complex man", and then the hypothesis of "moral man" is formed. Based on the perspective of human nature hypothesis, this paper discusses whether the use of human nature hypothesis can improve the management efficiency of enterprises and gain more advantages in market competition.

Keywords: Hypothesis of Human Nature, Management Efficiency, Economic Man Hypothesis, Complex Man Hypothesis

1. Introduction

In management, the hypothesis of human nature is "based on a certain value judgment, and a setting of the state and qualification of most people in a certain field", that is, the essential characteristics and behavioral logic of people in a specific field^[1]. Since McGregor put forward the concept of human nature hypothesis, scholars in different times have made specific positioning of "human nature", and produced the jungle of human nature hypothesis. However, with the increasingly complicated definition of human nature, human nature hypothesis has gradually fallen into the vicious circle of argumentation represented by Western substantive human nature theory^[2]. Huang Jinzhi and others pointed out that the hypothesis of human nature in modern management has not risen to the height of ontology, and its hypothesis of human nature has not yet been discussed from the essence of human beings, but only from the behavior of separating people from each other^[3]. There have been many theories of human nature hypothesis in history, and the theory of "goodness of human nature" and "evil of human nature" have been expounded in Chinese traditional culture. The "economic man", "social man", "self-realization man", "complex man" put forward by western economics and the "institutional man", "moral man" and "cultural man" put forward by some scholars in recent years have different perspectives and views, but they all reflect the reality of the economic, social and cultural development at that time, and are also the theoretical results of this reality. However, the class attributes of human beings are multifaceted, both the class attributes of human beings as a class as a whole, and the class attributes of different groups based on individual differences^[4]. Modern management theory is based on the hypothesis of human nature. The hypothesis of human nature reflects the different understandings of human beings by management scientists, and is related to the environment and the times. Different assumptions of human nature are reflected in various management concepts and management behaviors in practice.

The core essence of economic activity is to effectively guide and control the economic behavior of people in the organization, so how to understand the essence of human beings has become the logical starting point and value core of economic theory^[5]. The hypothesis of human nature is a key element in economic research, which involves the presupposition of human behavior and psychology. These presuppositions are very important for understanding and predicting economic activities. Through the in-depth discussion of the hypothesis of human nature, including its characteristics, manifestations and changes over time, we can grasp the essence of this concept more profoundly and comprehensively. This

understanding not only helps us to understand the complexity of human behavior, but also plays a fundamental role in building an accurate economic theory model. In the field of western management, there are four main theories of human nature hypothesis, which all highlight the core position of people in the management process. They believe that people's behavior and motivation are influenced by the surrounding social environment, which can promote people to actively and voluntarily accept management in order to achieve personal wishes and goals. This view holds that the purpose of management is not only to control and guide, but also to stimulate and guide people's potential to achieve the common development of organizations and individuals.

In the early 20th century, with the intensification of class antagonism and contradictions in the capitalist world, some bourgeois social improvement scholars began to seek new management methods in order to promote the sustainable development of the capitalist economy. They believe that by studying human nature, we can find a more humane and compassionate way of management, which can improve labor productivity and enhance workers' recognition of capitalism, thus consolidating the dominance of the bourgeoisie. The efforts of these scholars not only promoted the progress of management science, but also laid the foundation for the development of corporate culture and human resource management. The ultimate goal of analyzing the theory is also to mobilize people's subjective initiative, so that the internal control system can be carried out without deviation, and the internal control measures can be effectively completed^[6].

Management efficiency is a method to evaluate the management status by using input-output analysis. In a broad sense, it involves the ratio between input and output in management activities. For specific enterprises or units, it is the relationship between overall input and overall output. The generalized management efficiency is consistent with the enterprise efficiency in quantity, but it is not easy to distinguish clearly in the enterprise finance. In a narrow sense, management efficiency refers to the ratio between the cost of management activities (mainly management costs) and the resulting benefits. Management efficiency is an important content and basic principle of scientific management. For enterprise management, different management modes and management methods will produce different management efficiency. In order to improve management efficiency, we must choose the management mode and management method, and finally pursue the maximization of economic benefits. With the continuous expansion of the scope of enterprises and the expansion of business scope, management efficiency has become a necessary condition for enterprises to grow and enhance their core competitiveness. Therefore, this paper aims to explore how to improve the management efficiency of enterprises from the perspective of the evolution of human nature hypothesis.

2. Overview of human nature hypothesis theory

2.1. Hypothesis of Economic Man

The economic man hypothesis, also known as the rational man hypothesis, was proposed by Adam Smith. It assumes that individuals always make rational choices with the goal of maximizing their own interests when making economic decisions. Specifically, the economic man hypothesis contains the following points:

First, the economic man has all the relevant information and can fully understand the possible consequences of his decision-making. Second, the preferences of economic men are complete, consistent and transferable, that is, they can compare and rank all possible choices. Third, the economic man always chooses the action that can bring the maximum satisfaction or utility level under the given constraints.

2.2. Hypothesis of Social Man

The social man hypothesis is relative to the economic man hypothesis, which emphasizes the social and irrational aspects of human behavior. The social man hypothesis holds that human behavior is not only driven by personal interests, but also influenced by social relations, cultural background, emotional factors and social norms. The key features of the social man hypothesis include:

First, people's behavior is influenced by their social environment and interaction with others; second, human behavior is guided by social norms and values, which may take precedence over personal interests. Third, people tend to make decisions based on their social identity and the group they belong to, not just based on personal interests. The social man hypothesis holds that human behavior is complex and changeable, which cannot be explained only by maximizing personal interests. On the contrary, people

's behavior is the result of their interaction with others in the social environment, which is influenced by many social and psychological factors. In explaining the political, economic and social phenomena in the real world, the social man hypothesis provides a different perspective from the economic man hypothesis, emphasizing the importance of social structure and relations.

2.3. Hypothesis of Self-Realization Man

The self-realization hypothesis is mainly reflected in Maslow's hierarchy of needs theory, which holds that people will pursue higher levels of needs after meeting basic physiological and safety needs, including social needs, respect needs and self-realization needs. The main features of the self-realization hypothesis include:

First, people have an internal driving force to realize their potential and become the best people they can become. Secondly, self-realization people tend to seek autonomy and responsibility, rather than passively accept orders and control; Third, self-realization people pursue meaningful work and life goals, not just material rewards. In management, self-realization person hypothesis has an important impact on leadership style and organizational design. It suggests that managers should create a supportive environment where employees can pursue self-realization and motivate employees by providing meaningful work, opportunities for personal growth and space for creativity. This assumption holds that when employees can achieve self-realization, they will be more engaged, more creative and more efficient.

2.4. Hypothesis of Complex Man

The complex man hypothesis holds that human behavior is unpredictable, because it is affected by a variety of internal and external factors. These factors interact with each other, resulting in complex and changeable behavior patterns. The main features of the complex man hypothesis include:

First, human behavior is influenced by a variety of internal psychological factors (such as emotion, cognition, values) and external environmental factors (such as culture, social structure, physical environment); second, human beings have the ability to adapt to the changing environment and learn from experience, which further increases the complexity of behavior. Third, everyone has a unique background, experience and personality, which leads to different people's behavior may be different even in the same situation. The hypothesis of complex people is applied in the fields of psychology, sociology, management and economics, especially in the study of organizational behavior, decision-making process and market dynamics. This hypothesis challenges a simplified theoretical model, emphasizing the many factors that need to be considered when understanding and predicting human behavior.

3. The Influence of Humanity Hypothesis on Management Efficiency

3.1. How to Improve the Management Efficiency of the Economic Man Hypothesis

The economic man hypothesis is used to analyze the incentives and behaviors of employees and managers. We can consider using the economic man hypothesis to improve management efficiency from the following aspects. Through these measures, we can stimulate the enthusiasm of employees to a certain extent, improve management efficiency, and achieve organizational goals:

First, clear objectives and incentives. According to the economic man hypothesis, employees will be more motivated to improve work efficiency when they expect their efforts to bring clear returns. Therefore, setting clear and quantifiable work objectives and designing matching incentives, such as bonuses, promotion opportunities, can effectively improve management efficiency.

Second, optimize the allocation of resources. Reasonable allocation of resources through scientific methods to ensure that each resource can be used where it is most needed can reduce waste and improve efficiency. For example, the use of advanced production management tools and technologies to improve equipment utilization and labor productivity. Through training, employees' business skills and management ability can be improved, so that they can complete their tasks more efficiently. At the same time, employees are encouraged to learn and improve themselves to adapt to changing work needs.

Third, improve management processes and systems. Managers need to simplify the administrative approval process, reduce unnecessary links, and use information technology to improve management efficiency. At the same time, Enterprises should establish a sound management system to ensure that

every decision can be implemented quickly and effectively. Enterprises should also establish an effective supervision mechanism and assessment system to regularly evaluate the performance of employees, find and correct problems in time, and ensure the realization of work objectives.

Fourth, promote teamwork and communication. Enterprises should encourage cooperation and communication between team members, establish an effective communication mechanism, reduce misunderstandings and conflicts, and improve the overall work efficiency of the team. The whole company should create a positive corporate culture atmosphere, care about the personal growth and life of employees, improve employee satisfaction and loyalty, so as to improve work efficiency.

3.2. How to Improve the Management Efficiency of the Social Man Hypothesis

The social man hypothesis holds that people not only pursue material interests in their work, but also pursue the satisfaction of social needs and psychological needs. Through these measures, they can better meet the social and psychological needs of employees, stimulate their work enthusiasm and creativity, and improve management efficiency:

First, strengthen communication and participation. Top managers need to provide opportunities for employees to participate in decision-making, so that they feel that their opinions and efforts are valued. Enterprises should strengthen communication between superiors and subordinates to ensure that information is unimpeded. Enterprises also need to help employees develop career development plans, provide training and learning opportunities to meet their growth needs, thereby improving work enthusiasm and efficiency. The company should create a fair, respectful and harmonious working atmosphere, so that employees feel comfortable and satisfied at work, so as to improve work efficiency.

Second, strengthen the role of leaders as role models. Leaders should lead by example, show good professional ethics and leadership style, motivate employees to follow suit, and jointly improve work efficiency. Leaders also should provide flexible working hours and remote work options to help employees better balance work and life, and improve job satisfaction and efficiency. Managers should give timely recognition and praise to employees' efforts and achievements, so that employees can feel their own value, so as to improve their work motivation and efficiency.

3.3. How to Improve the Management Efficiency of the Self-Realization Man Hypothesis

The self-realization hypothesis is located at the highest level of Maslow's hierarchy of needs theory. It holds that people have the internal driving force to pursue self-actualization and self-development in their work. Through the following measures, we can better stimulate the intrinsic motivation of employees and meet their self-fulfilling needs, thereby improving management efficiency and corporate performance:

First, provide growth opportunities. Managers should encourage employees to participate in decision-making, provide career development opportunities, such as promotion, training, learning new skills, etc. to meet the needs of employees' self-realization. Managers should also allow employees to have more autonomy and responsibility at work, so that they can complete the task according to their own ideas and methods, so as to improve job satisfaction and efficiency.

Second, set challenging goals. Leaders can set challenging work goals for employees, stimulate their potential, and let them continue to transcend themselves and achieve self-worth at work. According to the personality and needs of employees, managers can implement differentiated management, and provide management strategies and support suitable for each employee's development. Provide employees with job feedback regularly to help them understand their strengths and areas of improvement. At the same time, managers give recognition and praise to employees' achievements and efforts, and enhance their self-confidence and sense of belonging. The company need to create a fair, respectful and supportive working atmosphere so that employees can achieve self-growth and improvement in an environment full of positive energy and challenges.

3.4. How to Improve the Management Efficiency of the Complex Man Hypothesis

The complex man hypothesis emphasizes individual differences, situational changes and multiple motivations. Based on the hypothesis of complex people, improving management efficiency can start from the following aspects. Through these measures, we can better adapt to the complexity and diversity of employees, improve the pertinence and effectiveness of management, and thus improve management

efficiency and the overall performance of the organization:

First, recognize the diversity of employees. Managers should understand the uniqueness of each employee, including their ability, experience, personality, values and needs. Through personalized management, management can understand the individual needs of employees. According to the different working environment and employee characteristics, leaders adopt flexible management strategy. For example, for employees who pursue power, more decision-making opportunities can be provided; for employees who pursue social interaction, team activities and communication can be strengthened.

Second, situational leadership. According to the nature of the task and the maturity of employees, different leadership styles are adopted. Leaders should provide more guidance and support when employees ability is insufficient, and give more autonomy when employees ability is strong. Through continuous communication, managers can understand the dynamic needs and expectations of employees, timely adjustment of management measures to ensure the effectiveness of management strategies.

Third, establish a dynamic incentive system. The company can design diversified incentive mechanism, including salary, reward, recognition, working environment, career development and other forms of incentive, to adapt to the needs of different employees. According to the individual career planning and organizational needs of employees, the company provide customized training and development plans to help employees improve their skills and achieve career goals. It not only pays attention to employees' work performance, but also pays attention to their life and mental health, and provides necessary support and resources to help employees achieve work-life balance.

The hypothesis of human nature is an important concept in management, which involves the basic views and expectations of managers on the nature of employees. Different managers may design management strategies and measures according to different human nature assumptions. Correct understanding and application of human nature assumptions can effectively improve management efficiency. Based on the above four human nature assumptions, measures to improve management efficiency are mainly reflected in two aspects: employees and leaders. In actual management work, managers need to flexibly use different management theories and practices according to the specific situation of the organization and the characteristics of employees to achieve the best management results.

4. Conclusions

The hypothesis of human nature is essentially an answer to the question of " who am I ". Although modern technology can send people to the moon and interpret the genetic code of human beings, we still know nothing about who we are and how we came here. The hypothesis of human nature is the basis of management theory, and the evolution of management theory based on the hypothesis of human nature is actually a process from mechanical management to human nature management, from mandatory rigid management to flexible management, highlighting human subjectivity. Each hypothesis of human nature has a certain degree of correctness, which provides a good solution to the outstanding problems within the organization in the era, and with the continuous development of society, organization and research, the understanding of human beings tends to be complete and in-depth.

The application of human nature hypothesis theory in specific industries will vary due to factors such as industry characteristics, work content, employee structure and cultural differences. The technology industry usually attracts employees who pursue innovation and self-realization, so it is necessary to give R&D personnel more autonomy and creative work space; in the financial services industry, employees often face high-pressure work environments, so it is important to ensure employee satisfaction and reduce turnover rates; employees in the health care industry often have higher requirements for the social significance of their work, so medical staff should be encouraged to participate in decision-making and provide innovative solutions; employees in the education industry tend to pay more attention to the social impact and personal value realization of their work. When applying the theory of human nature hypothesis, managers need to consider the industry-specific working environment and employee needs, as well as the organization's culture and management style. In addition, with the increase of globalization and diversified working environment, managers also need to consider the impact of cross-cultural differences on the application of human nature hypothesis. Through in-depth understanding and adapting to the characteristics of specific industries, managers can more effectively apply the theory of human nature hypothesis to improve management efficiency and employee performance.

The theory of human nature hypothesis provides managers with a framework for in-depth understanding of employee needs, motivations and behaviors, and helps managers adopt more humanized

management strategies to improve management efficiency and the overall performance of the organization. To implement the correct incentives, the correct incentives can not only mobilize the enthusiasm, initiative and creativity of personnel, help to develop their potential, but also allow employees to identify and accept the goals and values of the organization, and have a strong sense of belonging to the organization. Shaping a people-oriented organizational culture, based on good trust and effective communication, is a culture with flexible incentives, organizational goals and personal goals to achieve a unified value concept. Good trust and effective communication are the basis for establishing a harmonious relationship between managers and employees. It is a channel for managers to understand the needs of employees and an important means for employees to understand corporate goals. A good organizational culture can make employees have a high sense of identity and belonging to the organization.

The hypothesis of human nature has strong implications for improving management efficiency in China. China has a profound cultural tradition and collectivism tendency. When managers apply the hypothesis of human nature, they need to consider the influence of cultural factors on employee behavior and motivation. With the rapid development of China 's economy, employees ' demand for personal growth and career development is increasing. Managers should pay attention to employees' career planning, provide training and learning opportunities to meet employees' self-actualization needs, so as to improve employees' work engagement and management efficiency. Due to the rapid changes and fierce competition in the Chinese market, managers need to have adaptability and be able to flexibly adjust management strategies according to different needs of employees and changes in the market. In China, the establishment of long-term relationships and trust is crucial to the improvement of management efficiency. Managers should pay attention to long-term cooperation with employees, through the common goals and vision to unite the team, improve management efficiency. To sum up, managers need to combine China's cultural background and social characteristics, flexibly use the theory of human nature hypothesis, and improve management efficiency in continuous exploration.

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