The present study "Systems Engineering Approach to the Management of School Organisation" was conducted as project work to be submitted in fulfilment of requirements for the degree of Ph.D to the University of Kashmir, Srinagar. An empirical attempt was made at developing systems model of management of school organisation. This was based on making a comparative study of theory-X & theory-Y designs of management as given by Douglas McGregor & discussed in his book *The Human Side of Enterprise* (New York: McGraw Hill Book Co., INC, 1960). While McGregor's work was based on survey of large companies, the present work is based on long drawn experimentation conducted in a school setting.

Theory-X and theory-Y elements were experimentally pitched against each other with respect to the job effectiveness & job commitment & the different variables were identified that were found to be mainly responsible for improving performance & developing job commitment. These variables were first cumulatively introduced & then cumulatively withdrawn from each design of management to see the impact of their explicit manipulation on job effectiveness & job commitment. In developing the systems model of management, the present thesis tried to look upon a school as a system composed of a number of sub-systems viz. control components, input components, processor, output components, flow components.
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