In the Learning Activity titled “The MBO Process,” the link provided directs you to a slideshow that gives two reasons for the failure of MBO. List these two reasons.

According to the activity titled “The MBO Process,” the two reasons for both the public & private sector are: The Absence of a fully committed and involved top management, and secondly, the dictatorial rather than participatory development of management objectives.

Next, using the Internet, research MBO and provide two alternative reasons for the failure of MBO.

According to yourarticlelibrary.com other major weakness includes

**1. Failure to Teach the Philosophy:**

As simple as MBO may seem, managers who are to put it into practice must understand and appreciate a good deal about it. They must explain to subordinates what it is, how it works, why it is being done, what role it will play in appraising performance, and above all, how all will get benefits from it.

**2. Problems of Goal Setting:**

MBO, like any other kind of planning, cannot work if those who are expected to set goals are not given needed guidelines. Truly verifiable goals are difficult to set. MBO sets verifiable goals so that person responsible for attaining them is quite clear in his approach.

**3. The Short Run Nature of Goals:**

In almost all systems of operating under MBO, managers set goals for the short- term, seldom for more than a year and often for a quarter or less. There is clearly the danger of over-emphasizing the short run, at the cost of the long range.

Which of these reasons could potentially have the biggest impact?

I believe that Doctorial rather than participatory development of management objectives and the failure to teach the philosophy have the biggest impact. One might even say that they are related.

Why? One of my college instructors used to say, “the way you live your life is the loudest message you will ever preach”. The truth is that people tend to follow actions over instruction. If the leadership is simply dictating the managerial objectives, objectives remain for many undefined. Many people, including me, learn by seeing and then doing. In order to have a firm grasp of how to do something many need to learn by example. Secondly, when leadership dictates without participating a message is imparted that these processes are not that important, and my even be for just show on paper but not in business. Lastly, a failure to teach the philosophy supporting the MBO process is the probable outcome.