



## **STUDY OF THE THEORY OF HUMAN RELATIONS: HAWTHORNE'S EXPERIMENT**

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### **ABSTRACT**

The Hawthorne Experiment is one of the most discussed studies in the Theory of Human Relations, the focus of the study was the need to correct dehumanization in the workplace. The basis of the experience was proposed by studies by psychologists, philosophers and sociologists. The experiment took place in a factory in the Hawthorne neighborhood of Chicago, the aim was to evaluate employees exposed to lighting differences and how much this impacted productivity, the experience went through three distinct phases in its implementation, each phase was composed of peculiar characteristics and different situations, which were possible to analyze the behavior of employees and obtain significant answers about productivity in relation to stress exposure. The conclusions obtained by the study were that the level of production depends on the interaction and social behavior between employees and the exposed work environment, and the rewards were left aside, because if the worker stood out by working more and earning more, colleagues left him aside, so in this experience it was highlighted that social interaction prevailed.

**Keywords:** Studies, Hawthorne Experiment, Human Relations Theory.

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