

EVOLUTION OF MANAGEMENT THOUGHT

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EVOLUTION OF MANAGEMENT THOUGHT

I. Pre-Scientific Management Era

II. Scientific Management Era-F.W.Taylor Henri Fayol

Henry Lawrence Grantt

III. Human Relations Era

- Mary Parker Fallet

- Elton Mayo

IV. Social Science Era

- Chester I.Barnard

- Rensist Likert

- McGregor

EVALUTION OF MANAGEMENT THOUGHT

V. Management Science Era

Herbert A. Simon, Peter F. Ducker

VI. Management Thought Today

BOOK – PRINCIPLES OF SCIENTIFIC MANAGEMENT

To enhance Productive efficiency of each worker-Principles to be followed

- 1) Science not rule of thumb
- 2) Harmony not discord.
- 3) Co-operation not individualism
- 4) Maximum output in place of restricted output.
- 5) Development of each man to his greatest efficiency & prosperity.
- 6) Equitable division of work and responsibility between management and labour.

EVALUATION OF MANAGEMENT THOUGHT

I. PRE SCIENTIFIC MANAGEMENT ERA

- I. Ever Since Down Of civilization.
- - Administration of mohenjodaro & harappa Cities Of ancient aryan in 2000 B.C.
- - Buddha order and the sangha
- -Organizations of public life in ancient greece.
- Organisation of roman catholic church.
- Organisation of military forces.

EVALUATION OF MANAGEMENT THOUGHT

- **SECOND HALF OF NINETEENTH CENTURY**
- Use of management Principles in business.
- Robert Owen-1813 :- Development of mgmt Concepts.
- Factor which influence the productivity of personnel in plants.

II. SCIENTIFIC MANAGEMENT ERA

1.F.W Taylor –Industrial Engineers.

FATHER OF SCIENTIFIC MANAGEMENT MOVEMENT

- Emphasized the need for scientific approach to management of business org:”
- **Courses Of Law Efficiency of Workers**
- Lack of Knowledge on the part of management should be done by workers in a day.

BOOK – PRINCIPLES OF SCIENTIFIC MANAGEMENT

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BOOK – PRINCIPLES OF SCIENTIFIC MANAGEMENT

Technique Developed - To implement these Principles

1)ELEMENT OF SCIENTIFIC MANAGEMENT

Method study, routing motion study, time study ,fatigue study& role setting.

2)PLANNING OF INDUSTRIAL OPERATIONS

What How ,Where & When the work shall be done .

3)Proper selection ,placement and training of workers by a centralized personnel department.

BOOK – PRINCIPLES OF SCIENTIFIC MANAGEMENT

IMPROVEMENT IN METHODS OF WORK VIZ

- i) Standardization of tools and equipment.
 - ii) Regulation of speeds of machines.
 - iii) Improvement of the work environment.
- Introduction of functional organisation.