

# Evaluating historical principles of management



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Management is Simple Rules & A ; Regulations and a Set of Principles Which explains the Management procedure and Situations in an Organization.

There are 2 Major Schools of Management thought which explains different techniques and methods to execute undertakings and achieve ends.

Scientific School of Thought

Behavioristic School of Thought.

These Principles were a portion of History, which are still used in Every Business state of affairs in the World in modern times.

Scientific School of Thought includes methods for executing any Task is explained by the Scientific School of idea, Founded by Fredrick Winslow Taylor. He stated that there must be 'One Best Way ' to execute every individual undertaking by Analyzing the work scientifically. Taylor was a adult male of Science, besides known as 'Father of Scientific Management ' . Taylor said, Scientific Management is a Manner of acquiring work done through work forces and seeing whether they do it in the most Efficient manner.

Scientific direction includes 4 Major Principles

Science, Not Rule of Thumb: This Principle stated the usage of scientific ways to execute undertakings instead than utilizing the 'Rule of Thumb ' .

Harmony, Not Discord: This rule showed that the relation between directors and its workers should be in a complete harmoniousness to each other,

where the director should portion its additions with his workers, while workers work hard to accomplish direction ends.

Cooperation, Not Individualism: A complete Equality of work and duty among the direction and the workers should be in a direction. This helps to promote and smoothen the manner for the workers every bit good as directors.

Development of Each & A ; Every Person to their Greatest Efficiency & A ;

Prosperity: This rule states that the workers in an organisation should be given the needed preparation as such to bring forth more and gain more.

This ensures the efficiency of workers every bit good as its company.

#### Techniques of Management

Functional Foremanship: Eight individuals who are in face-to-face contact with the work force on a day-to-day footing are known as Foremen. This map commanding, planning and execution on the lower degrees is known as Functional Foremanship.

Standardisation & A ; Simplification of Work: The putting up of Standards for concern activities to be achieved and adhered on while production.

Simplification removes the unneeded diverseness of merchandises, which in return aids in cutting back costs of Machinery, Tools and Labour.

Method Study: The aim is to minimise the cost of bring forthing and maximise the Quality & A ; satisfaction of the clients by happening out one best manner to make a peculiar occupation.

Gesture Survey: This technique was used to extinguish the unneeded motions of the workers like raising, drawing, sitting, etc. so as to complete the undertaking in a more efficient manner.

Time Study: This studied the clip to be taken by a individual individual to execute a individual undertaking and the clip really taken while making it. It was used to cognize the needed work force in a Job.

Fatigue Study: The survey to cognize how much clip is to be used in resting and working hours so as to avoid weariness among work force due to prolonged uninterrupted working.

Differential Piece Wage System: This was a major technique used in about all the organisational sections where directors and workers exist. This helped to actuate workers who performed above norm by being given waggess or inducements, etc.

Eg. : A company 's director developing its employees to work expeditiously and accomplish effectivity in executing any undertaking. This is achieved through proper usage of rules and techniques of scientific direction. An organisation will accomplish its ends in a efficient manner merely if its workers are managed and motivated in a effectual and satisfied mode. This means that the director will hold to fulfill societal and fiscal demands of its work force.

Behavioristic school of idea is more effectual manner to pull off people in organisations that are managed by a group of direction bookmans trained in psychological science, sociology and related Fieldss. These bookmans used

their cognition to do more effectual ways of pulling people in organisations. This besides meant to assist persons to utilize their capacities and originative accomplishments at work and at place. This is besides known as "Human Relations Movement", which was a consequence of surveys performed by Elton Mayo and his co-workers at the Western Electric Company from 1924-1933. This was known as The Hawthorne Studies. Mayo ended up with the decision that the workers' demands are to be satisfied by carrying through their societal demands.

Another individual who contributed to the Behavioural Management of Human Relations was 'Abraham Maslow', who believed in actuating people which helped in fulfilling human demands, hence assisting them to better their public presentation. This besides increased Performance of the whole organisation. His Theory is based on human demands and explains that every individual has a Hierarchy of five demands.

**Basic Physiological Needs:** Basic and Primary Needs like Food, Shelter, and money, Sleep etc.

**Safety/Security Needs:** Protection from physical and emotional Harm.

**Affiliation/Belonging Needs:** Credence, Friendship, Affection, etc.

**Esteem Needs:** Self-respect, Motivation, Recognition and Attention

**Self-Actualization Needs:** The Need for one to make to its maximal possible. This is considered the highest degree of demand in the hierarchy.

Behavioral Science is a school of idea, which was a Consequence of Contribution of Abraham Maslow and Douglas McGregor.

They Distinguished 2 surrogate basic premises about people and their attack into Theory X and Theory Y.

COMPARISON AND CONTRAST

## **COMPARISON & A ; CONTRAST**

### **SCIENTIFIC SCHOOL OF THOUGHT**

### **BEHAVIOURAL SCHOOL OF THOUGHT ( human Relations Management )**

Focus

Main focal point was to Increase Output.

Focus to better people 's relationships.

Function OF THE LEADER

A leader was to be seen as a figure of Authority, Whose map was to Impose work to Workers.

A leader, which facilitates Coordination & A ; Cooperation among Assorted employees and Providing aid & A ; Opportunity for their personal Growth & A ; development.

Incentive

Monetary Wages were the lone motivation factor for the workers in the organisation ( Differential Piece pay System )

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Accomplishment of 'Self-Actualization ' played a Major function in Motivating Employees.

#### INFORMAL GROUPS

Not Allowed in the organisations as it portrayed the worker as a individual who worked for Monetary Rewards, therefore Informal groups were considered to be a Nuisance.

Exists in the organisation because it leads to Communication & A ; Cooperation among the members.

#### METHOD ADOPTED

A Fixed method of executing a undertaking taking to stereo typed workers.

Many Innovative ways to execute one individual undertaking, hence workers could turn out themselves in Other Areas.

#### DECISION Devising

Returns Topographic point at the highest degree of authorization and the subsidiaries have no say in the concluding determination

Decision Making is Delegated to the lower degrees of the organisation besides.

#### Result

Stimulates thoughts & A ; techniques for bettering the system of work in an organisation.

Stimulates advanced thoughts to execute a peculiar undertaking.

Scientific School of idea focused chiefly on production of end product and its terminal consequences where as Behavioural school of Thought is chiefly focused to better public dealings and increase their motive by fulfilling their demands.

Therefore, Human dealings direction allows Informal groups in their organisation, which helps in carry throughing workers societal demands.

A individual best method is adopted to execute the undertakings in a Scientific organisation where every bit many new thoughts and ways are used to execute a individual undertaking in Human Management. Decision doing power is given to the higher degrees of the organisation where as the Decisions of lower degree workers are ignored. But in the instance of Behavioural direction Decision of workers are besides kept in head while taking of import determinations. Both the Schools of idea differ from each other in many ways particularly the concluding result which states that Scientific direction stimulates Ideas and ways to better the system of working in the organisation where as Behavioural School gives New thoughts and techniques of working in an organisation so as to execute a peculiar undertaking.

Both the Approaches, Scientific and Behaviourist, In spite its differences conclude that they both aim at increasing productiveness. Both Taylor & A ; Mayo used an applied scientific attack to explicate their techniques & A ; rules.



As a Decision between the 2 theories of Fredrick Winslow Taylor & A ; Elton Mayo, The rules of Taylor are more effectual for a direction organisation to pull off its work force. Since Taylor 's rules are meant for fulfilling pecuniary & A ; fiscal demands of the workers that will assist them to work expeditiously and efficaciously for a company and aid accomplish its ends better. Whereas, Mayo suggests that efficiency can merely be achieved through fulfilling the societal demands of the work force. But this impression is non wholly right as all the societal and personal demands of workers are fulfilled by Monetary & A ; Financial inducements.

So it can be said that Scientific School of idea is a better direction method for the working of a company.

## **Citation**

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