

Management theory article review sample

[Business](#), [Management](#)



Theories in the management practices during the early stages did not exist as theories. The earlier distinct practices and occurrences have constantly undergone syntheses and modifications resulting in the currently identifiable theories. As such, there are a number of hypothetical approaches with varying level of suggestions and assumptions. The available theories therefore share a symbiotic relationship with each other as regards the sustaining disciplines. Theories in management are intended to ensure that all aspects which enhance fine organizational practices are brought to the fore (Daft, 2005). With regard to the management, the three major theoretical approaches relate to classical management, neo-classical management and modern management theories.

The classical management theory is founded on an economic rationality with regard to organization and management. As such, the economic sense of an employee is the fact that people make choices that are aimed at increasing profitable rewards. As such, the theory postulates that people are habitually motivated by the economic return aspect. The classical theory is therefore more focused on the psychological and mechanical characteristics. The neo-classical theory on the other hand relates to the aspect of administrative features in management. The approaches in the neoclassical approaches are more human oriented as compared to the classical approaches. As such, the approach takes into consideration the time needs, attitudes and behaviors of persons as well as drives.

Consequently, the modern management theory relates to organizational complexities, individuals and their purpose, requirements, possibilities and objectives. Such complexities need to be addressed through elaborate

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strategies paying attention to the people as well as the organization. The approach takes the perspective that people are more viable hence have many intentions as a consequence of experiences and such intentions vary for one organization to the other. Subsequently, the motives vary from one department to another in an organization.

The major theoretical approaches in current work organization take to modern perspectives which basically relate to the system theory, management science, organizational humanism as well as contingency theories. This is in line with the fact that no particular hypothesis works for every person continually. As such the systemic theory takes an integrated perspective of organization as opposed to the classical and neoclassical approaches (Griffin, 2006). In management the manager considers the interdependent parts in dealing with a challenge as opposed to looking for a particular basis of a problem. As such, any challenge is dealt with regard to the whole system. This is based on an understanding that there is constant interactions with the surroundings thus any change in a single component of an organization is likely to affect every other part of the organization.

Accordingly, the contingency approach is also employed. This is an approach that provides that based on the reality that there is no single managerial strategy that that is best for all organizational challenges. As such, every challenge is dealt based on the pertinent facts. Accordingly, a situation is separately managed through first considering wide ranging internal and external factors then drawing the attention on an action that is most convenient for a specific situation. As a manager therefore it is important to

develop the skills which are helpful in recognizing the major situational aspects. Other possible areas where contingency approach is used include in generating communication strategies, planning information as well as employee improvement and training. In addition, the approach also provides important influences of how a leader should conduct self.

Consequently, there is the organizational humanism school of thought which is partly based on aspects of behavioral study. The school is usually explained in relation to the fact that individuals should use their abilities and imaginative skills at home as well as at work environments. The school; is therefore pegged on the self actualization perception. As such, objectives are generally categorized according to their significance. The employees then seek to establish themselves on the trade. Since they have the capacity to engage themselves fully, the employees are then able to reach their potential. It therefore entails the ultimate exploitation of individual skills.

If I were to do an exhaustive research regarding management, the management science strategy would be more reliable. This is due to the fact that it is based on actual and enhanced information which would ultimately enable a manager to make adequately informed decisions. Although this strategy usually considers much information, the technological knowhow has made it easier to collect and make the necessary quantitative computations (Robbins, 1999). This ensures a manager is able to appropriately scrutinize information before making objective and convincing organizational decisions. The approach leads to more precise results since it expresses facts and variables in quantitative perspectives.

Referencres

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Robbins, P., Coulter, M. (1999). Management 6th ed. Upper Saddle River. Prentice Hall.