

Industry organization



Basically, with two exceptions, Fayol's theories of administration worked by integrating nicely into the bureaucratic structure that previously existed, and Fayol always made sure to focus more on the personal ideas of management than anything else. Fayol is one theorist in particular who is credited with being one of the first individuals to ever write down a comprehensive management philosophy. Not only that, but he was one of the first to actually recognize and make use of these principles, and he carefully enshrined the principles of management within much broader principles of anything else.

Besides the New Zealand Biotech Industry Organization, which is specifically being discussed here, there are many other organizations in the world as well that interpret these same principles, although some quite differently from the way that they were interpreted in Fayol's time. Another theory of Fayol's that relates here is one which was later developed into what we know today as being division of labor. There was a doctrine entitled *The Wealth of Nations*, which detailed a much more efficient method of breaking down the way that work is viewed and represented in general, and basically, this division of labor stated that " instead of having an individual do 10 steps to completing one task, use a specific person skilled at each step repeating nothing but their particular specialty. This way you would use 10 people to complete the task, with each one bringing to the table their specialty and you could turn out twice, thrice or even quadruple the amount of production. " (Wellen, 2003). There are many advantages and benefits that can be gained from this particular theory of his, namely in terms of economics.

It was hugely successful, partly due to the Industrial Revolution, as this made it possible to mechanize various different tasks done by humans, and the increased productivity that was gained from this resulted in adding a whole new realm to management in general." Managers were then necessary to either oversee those who would operate the machinery or ensure that there were enough supplies, especially in light of such increased demand for goods. Managers were a big part of the advent and transformation of these factors to become mechanized. " (Rozycki, 1999).

New Zealand's biotechnology sector is built on a century of world class biological research, and they have extensive knowledge and experience when it comes to " applying research to pastoral and arable farming, horticulture, forestry and human healthcare." (New Zealand's Biotech Industry Organization, 2006). By using three points in particular from Fayol's 14 points, division, authority and discipline, we are able to prove the effectiveness of the principles of administration used in their business. Namely division, which states that specialization allows an individual to be able to build up experience and continuously tone and improve his skills, we can see evidence of this in New Zealand's biotechnology sector in general, let alone the New Zealand Biotech Industry Organization. It is obvious to see just how important a matter they consider division as being, and how dedicated they are to working towards the goal of making their existing employees as qualified as possible, and new employees to gaining experience and knowledge as quickly and effectively as possible as well.

In terms of the second point to be used here, authority, again we can prove the principles of administration used in this organization, as the leaders

involved offer the right to issue commands and do so if and when necessary in order to make the business as successful and effective as possible. Finally, in terms of discipline, we can see that the New Zealand Biotech Industry Organization again shows great evidence of this, as they understand that employees must obey their commands and work by the leaders' direction, but that this is also two-sided, because employees are only going to willingly obey orders if management works to play their part by providing good and proper leadership. Management in organizations can absolutely be considered as being a dynamic discipline, and many of the presently used management concepts and practices can actually be traced back to early management theories, and this not only includes Fayol's but others as well. Everyone needs to be willing and able to play their role in order for the entire operation to come together and be successful.

Due to the success and dedication of this particular organization, and namely of its effective administrative theory practices, New Zealand is now reaping the benefits of the various improvements that have been made in the primary production sector, and this only goes to prove that Fayol and related theorists were on track with their beliefs. References New Zealand's Biotech Industry Organization. (2006). Welcome to NZBIO. Retrieved August 15, 2007, from