

Work of taylor and fayol is complimentary essay



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After going through the contribution made by both of these legends, we find that both of these are giving reflection of aiming increase in efficiency.

Definitely the work of Taylor and Fayol is complimentary. Realizing the problem of human resource and their management at all levels they attributed this fact to be the key in the success of business. Both of them recognized the behavioral side of management; however they did not emphasize the human dimension. Both of them worked on the scientific aspect of the problem.

While Taylor worked primarily on the operative level from the bottom of the organizational hierarchy upward, Fayol mainly concentrated on Managing Director (his own term) & worked downward. Fayol laid down various tenets or principles of organization and management, while as the Taylor developed various strategies on work methods, measurement and simplification, to secure efficiencies. Both referenced and advocated the concept of functional specialization. They were of the thought that principles existed which would help in operating and administrating the organizations.

This type of assertion validated a “one best way” approach to management thinking. Publishing their books, “Administrative Science” in 1916 by Fayol. And “Principles of Scientific Management” in 1911 by Taylor, both expressed their views and ideas regarding management practices. Stressing on the complete coordination & cooperation between Managers and Employees, both of them tried to mitigate the problems of workers & management at all levels. Being the two sides of the same coin both of these worked on the different aspects of the management.

As with Henri Fayol, Fredrick Taylor also believed in the use of sanctions to punish disobedience in employees. Both of them hailed from the classical era of Management that preceded today's contemporary styles. The global market has changed since the early 1900's & new management styles have emerged to deal with new challenges. Still some fundamental administrative skills are relevant today as they were a hundred years ago. Workers need to be supervised & they need to be disciplined when they stray away from there employers policies. Both of them contributed to complete the study of management.

Henri Fayol & Taylor were two of the greatest instigators of today's management systems & techniques. Fayol & Taylor are undoubtedly the fathers of Modern Management. The only thing is that Taylor concentrated mostly on lower level and Fayol on top level. So we can say that their work is complimentary. We can also say this as if we clearly observe these principles; we find that many principles are common to both, like Taylor wanted improvement of workers by proper training etc while as Fayol also gave certain principles which will develop the personnel like division of work, stability of tenure initiative etc.

Again Taylor advocated differential wage system so that workers get maximum satisfaction. Fayol on the other hand was very much concerned with workers satisfaction and said that method of remuneration should be as such as it will give maximum satisfaction to both employees and employer. Taylor also pointed out that “ we should obtain harmony in group action rather than discord achieve cooperation go human beings, rather than chiasitic individualism” this goes side by side along with the principles laid

down by Fayol i. . “ subordination of individual interest to group interest” and “ esprit de corps”.

From the arguments above we can say that both were looking for the same thing i. e. improvement in efficiency of operations. However Fayol looks top down and Taylor bottom up in there approach the Reason behind this also seems Simple. Taylor had the experience of working at the shop floor, so he concentrated more at the same level, while Fayol concentrated mainly on the management levels.

But the ultimate goal is same for overall improvement of organization, both are very much important as we cannot say an organization to be good if its top management is not working well. Also we cannot say an organization to be good if it is not working efficiently at lower level also, so both of these are very much important for the success of organization thus we can say that their contribution are complimentary to each other. Reference: mgt by weihrich and koontz. Mgt by dale and practice.