Dq-3-terence

Discussion Questions 3 1. Using academic literature to support your findings, define management philosophy and theory? Management Philosophyis the way through which a manager optimizes the performance of an organization by imparting his knowledge, creativity and the available sources (Massie, 2013). It is the approach of managing body towards attaining maximum positive results. This greatly relies on the capacity of an individual, and the circumstances that are faced by the organization. The concept of management philosophy is only applicable to the idea of free-market and decentralization (Foster, 2014).

Management theory refers to the consortium of measures that are directed towards obtaining the goals defined by the organization. It includes working policy, assigning of the jobs, and managing human resource (Jones, 2010). There is a list of management theories that have to the surface over the past century, for example the Scientific Management Theory, the Human Relation Movement, and the Bureaucratic Management Theory etc.

2. What are the differences between the concepts?

Management theory provides a framework, while management philosophy is more inclined towards problem solving. A theory is combination of various ideas; it offers a discrete methodology, whereas philosophy provides a manager with the freedom to use individual intellect. For example a management theory provides a management team with a protocol of what to do, and when to do. In case of management philosophy, the management needs to evolve with the varying needs of the time and circumstances. Moreover, management philosophy demands the presence of a philosopher manager or a thinker. Despite the differences between the two concepts, there are some overlaps as well, for instance a particular philosophy of

management may contribute towards promulgation of a new theory as a precedent, or a philosopher manager may opt to work according to the framework established by a management theory (Foster, 2014; Jones, 2010).

3. 2

1. Identify a current philosophy related to intra-organizational structure that conflicts with the philosophy of administrative or scientific management.

The philosophy of Human Relations is in conflict with Taylorism or the Scientific Management. Human Relations is still in practice, the aim of this philosophy is to understand the human element within an organization (Price, 2011). The proponents of the Scientific Management look at the picture from only one angle, therefore, the whole paradigm is quiet rigid (Ashkenas, Ulrich, & Jick, 2002). The only way of rewarding employees in case of Scientific Management is money, whereas in case of Human Relations, a person is rewarded with financial as well as with social gains and welfare. Further, in Human Relation Model, stable social relationships contribute towards production, as it generates a sense of belongingness among the employees. The whole conflict is based on the idea of Rational Economic Man versus Social Man (Bauer, 2011).

2. Why did this philosophy (Human Relation) arise?

There are various milestones that laid basis for Human Relations, such as the Hawthorne Experiment, which was conducted during 1920s and 30s. The outcome of these studies enshrined the importance of human element in the production efficiency of a company. Later on Abraham Maslow presented his model for self-actualization that was directed towards obtaining maximum human potential through fulfilment of various human needs. Considering

human beings as tool of production was totally denounced by this school of thought. This approach made inroads into the management system with the help of humanist agenda, under the banner of security and social welfare (Bauer, 2011). According to this philosophy a manager needs to have the ability to understand the needs of his subjects, in order to maximize performance efficiency.

References

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