

Human relations and scientific management

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Ha Chi K50BF During the period of the nineteenth and twenty century, the world industry had reshaped itself with the new present of technology and information transfer in new manner. In the complex situation of the economy, F. W Taylor(1856-1917), published his principles in managing which was called Scientific Management and had been popular as the core managing style for various business models up to now.

Scientific Management focuses on logical task provision and maximising productivity based on task performance. A few years after Taylor' death, Elton Mayo(1880-1949) made a significant movement in managing perception rooted in Hawthorne 's experiences at an electric company. The new perception quoted that managing an organisation was not only maximising productivity, it was also about satisfy organisation internal people 's needs. By this way or another, there are gain and loss, which will be clarified hereafter.

To begin with gain by each approach, Scientific in particular, providing logical principles in working processes in a manner of analysing discrete tasks, finding one best way in practise, choosing suitable people respectively to accomplish the tasks. By this way, clear tasks were for clear individuals which helps increasing productivity by assigning right people for the right jobs, avoiding responsibility denying and easier in measuring work performance.

Scientific Management was the orthodox foundation in modern business management models. Later revolution in managing had relied on its principles up to now. Besides that, Human relations Approach did have pretty different in perception. It had pointed out the important in human behaviour <https://assignbuster.com/human-relations-and-scientific-management/>

at work and the development of management thinking. In this case, managers behaviour was a vital aspect of motivation and improved performance.

Furthermore, maintaining good relation among group of people, sharing feelings with staffs emphasised on the needs of social organization and generating working motivation as well as creating somehow group values and norm. The importance of organization has been pushed up to a high level that had never mentioned in other Human relations perception. Continuing with the bad sides of both approaches, Scientific Management Approach had ignored the interaction among organisations. Although it motivated employees by monetary reward, it refused to sympathy to employees' concerns and feelings.

As a result, works became a routine and boring, workers were treated as manufacturing machines, they were made light of dignity then they gradually losing interest in work. In addition, training process was kind of wastemoney. It was pointed out that, one in eight trainees was capable to job requirements(porter job). In recent practise, Human Relation Approach are popular in any industries, people choosing a job is not only for high salary, but also appreciate to good workingenvironment, extra incentives and social needs from organisations.

Nowadays, Scientific Management is still relevant to some extent such as work assignments, salary based performance(in hospitality job). Overall, there are different points in this two conceptions. However, Human relations Approach is seemed that more innovate and practical method in business management. The managers decide to use which method or even <https://assignbuster.com/human-relations-and-scientific-management/>

combination need to consider further factors such as major, economy and so on to establish a good strategy. Case studyDELL