

Free mangement schools of thought term paper example

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



Fredrick W. Taylor started the scientific management movement. Taylor's perspective focused on the principle that maximizing work performance done is more efficient than imposing on people. Taylor's four doctrines of management were one; use scientific methods instead of the rule of thumb to study the work. The second rule is to match workers to specific jobs based on the motivation and productivity rather than random assignment. The third rule is to watch the performance closely and offer supervision and instructions. The fourth doctrine as advanced by Taylor is to allocate jobs between workers and managers. Frank Gilbreth also advanced a management scientific theory.

Gilbreth's analyzed the job motions. The Gilbreth's were concerned with aspects of time management to improve efficiency. McGregor's theory X suggested the authoritarian management style. It illustrated that a normal person hates work and can do anything to avoid work. It suggested that people be coerced to work with threats. It also suggested that a normal person enjoys being directed and is naturally not ambitious. McGregor's Theory Y suggested that people always employs self control and accepts responsibility. It also suggests that effort in work be natural. Follett's philosophy of management depicts the emphasis of power with the people rather than power over people.

Elton mayo management theory suggests that employees be motivated further by relational factors as opposed to monetary factors. An example of a relational factor is attention. The contingent management theory suggests that an organization is not manageable in any defined style. Rather, decisions are made depending on the situations. Hersey and Blanchard

theory of management suggests that effective leadership is relevant to tasks and that managers adapt to the level of maturity of their subordinates. The Ohio state theory suggests that leaders indicate behaviors of two types. Managers are both people oriented and task oriented. The behaviors help them in achieving goals set by the organization.

The first scientific school of management believes in improving the productivity of employees. The school of management was based on efficiency. The use of empirical methods to make decisions on the matter is also an area that the scientific school of management has faith about.

Scientific management school of thought believes in the replacement of the rule of thumb methods of working to adapting work allocation and specialization. The scientific management also focuses on the motivation of employees using other factors, as opposed to concentrating only on monetary motivation. The first school believes that all workers in an organization must focus on doing their best to achieve their set goals and objectives.

The second school of management is the behavioral school and it focuses on human behavior to achieve quality management. The three contributors in this class believe that management power is crucial in the achievements of goals. Power, they believe, should be exerted in a way that fosters unity and assists a company to achieve its goals. The contributors in this school of management also believe that comprehending the behavior of humans at work, which include motivation, dynamics, expectations and conflict, helped the company achieve its set objectives, therefore, increasing productivity. These three contributors believe that employees are not machines but are

resources and assets that an organization can develop and employ. The views that the contributors of these added to the school of management are relevant until today in running businesses.

The third school of management is the contingency theory. The contingency group theory believes that managers in companies must have the ability to handle different situations differently. The three contributors believe that there is no stipulated manner of management that is appropriate in all scenarios. The contingency theory suggests that for any business to be efficient, the management have an obligation to listen to the demands of the external environment. The managers should always listen to the opinions of the stakeholders so as to know how well to deal with situations.

The contributors believe that the business environment is not static. The contributors to this theory believe that management is situational. Managers have to be bright enough to deal with every situation with expertise. The theory also believes that the success of management is directly proportional to the ability of managers to deal with the circumstances. The contingency school of management believes that every time a manager faces a management problem, the consequences and repercussions of the decisions should be weighed. The choices that managers make may have different repercussions at different times and the manager should be wise so as to make the right decisions.

The best means to manage and direct people is by employing the human behavior approach of management. Not only does this style of management respect the role of workers in an organization, but it also puts emphasis on the use of power in an organization. The human behavior school of

management is the basis of the genesis of modern management where employers are striving to win over the trust of the workers. Modern organizations realize that employees are assets and by treating them with respect leads to achievement their goals and objectives.