

Annotated bibliography on domenec m 2003 the challenge of humanistic management j...

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



Article Analysis

The article provides information in relation to management focused on human requirements. The author introduces the article by providing a comprehensive explanation on the meaning of humanistic management. It also begins by providing an overview with reference to the origin as well as its significant development on management aspects during the initial years of the twentieth century. According to the author humanistic management mainly concerned itself with human incentives, organization culture and also introduces a consideration of business ventures as persons as an ongoing managerial perspective. As such, the article provides information regarding three humanistic management approaches.

Further, the article provides comprehensive information relating to the challenges of humanistic management. To this, the author reflects on the work of scholars such as Fanyol who focused his work on managerial principles, Taylor's technical organization of labor and Henry Ford who established the assembly line concept to management. The author uses the foregoing as a point of departure to bring in the aspect of focusing on worker state of affairs which he contends was disregarded by the above mentioned scholars in their work. The article therefore introduces the aspect of targeting humans to ensure efficiency in production processes.

This article fits in the management research as it gives a comprehensive assessment with regard to the feasibility of previous management aspects which have over time influenced the management of enterprises. The fact

that the article analyses the pros and cons regarding the ethical approaches to management assists researchers in providing clarity of ideas. Such information further gives considerable impetus towards the achievement of better ideas on the ethically motivated management practices.

Subsequently, it helps interested researchers in forging better perceptions on management through the use of existing information.

Taneja, S., Pryor, M., Toombs, L., (2011). Frederick W. Taylor's Scientific Management Principles: Relevance and Validity. *Journal of Applied Management and Entrepreneurship*, 16(3), 60-78.

The article refers to the validity and the relevance of the contributions made by Frederick W. Taylor with regard to the theory of management and practice. According to the article, Frederick made significant contributions on various aspects touching on the historical, current and future facets. The authors therefore contrast Frederick's work with work from extinguished intellectuals and industrialists in relation to scientific management and connected principles.

With reference to the contributions made by Frederick, the authors opine that he is the main source of scientific management. This is due to the significant positive philosophical influences that the scientific principles and practices originated by Frederick have had on management aspects. Most scholars acknowledge the foundational management principles established by Frederick in various studies including in the industrial engineering scope (Payne, 2006).

The article further establishes the management thought as expressed by Frederick which effectively provides a great insight to readers interested in learning the scientific management ideology. The authors make sure that both arguments in support and in condemnation of Frederick's work are provided in order to avoid biases. In reference to the foregoing, the article focuses on the standardization, industrial effectiveness, management of undertakings as well as work delineation.

This article is important since it analyses the soundness and significance of Frederick's hypothetical and realistic contributions and offer essential counsel for their sensible application. This aspect helps researchers to make intellectual and revolutionary procedures in terms of administration of organizations. Further, the article meets all the scholarly aspects and is peer reviewed which makes it a reliable source of research on work management. Consequently, since the management is a broad subject, the article helps researchers to narrow a business management topic.

Payne, S., Youngcourt, S. and Watrous, K. (2006). Portrays of F. W. Taylor Across Textbooks. *Journal of Management History*, 12(4), 385-407.