EVOLUTION OF MANAGEMENT THOUGHT

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EVOLUTION OF MANAGEMENT THOUGHT

I. Pre-Scientific Management Era

II. Scientific Management Era-F.W.Taylor Henri Fayol
    Henry Lawrence Grantt

III. Human Relations Era
    - Mary Parker Fallet
    - Elton Mayo

IV. Social Science Era
    - Chester I.Barnard
    - Rensis Likert
    - McGregor
EVALUATION OF MANAGEMENT THOUGHT

V. Management Science Era
   Herbert A. Simon, Peter F. Ducker

VI. Management Thought Today
BOOK – PRINCIPLES OF SCIENTIFIC MANAGEMENT

To enhance Productive efficiency of each worker-Principles to be followed
1) Science not rule of thumb
2) Harmony not discord.
3) Co-operation not individualism
4) Maximum output in place of restricted output.
5) Development of each man to his greatest efficiency & prosperity.
6) Equitable division of work and responsibility between management and labour.
I. PRE SCIENTIFIC MANAGEMENT ERA

- I. Ever Since Down Of civilization.
- Administration of mohenjodaro & harappa Cities Of ancient aryan in 2000 B.C.
- Buddha order and the sangha
- Organizations of public life in ancient greece.
- Organisation of roman catholic church.
- Organisation of military forces.
EVALUATION OF MANAGEMENT THOUGHT

• SECOND HALF OF NINETEENTH CENTURY
• Use of management Principles in business.
• Robert Owen-1813 :- Development of mgmt Concepts.
• Factor which influence the productivity of personnel in plants.

II. SCIENTIFIC MANAGEMENT ERA
1. F.W Taylor – Industrial Engineers.
FATHER OF SCIENTIFIC MANAGEMENT MOVEMENT

• Emphasized the need for scientific approach to management of business org:”
• Courses Of Law Efficiency of Workers
• Lack of Knowledge on the part of management should be done by workers in a day.
To enhance productive efficiency of each worker—Principles to be followed

1) Science not rule of thumb
2) Harmony not discord.
3) Co-operation not individualism
4) Maximum output in place of restricted output.
5) Development of each man to his greatest efficiency and prosperity.
6) Equitable division of work and responsibility between management and labour.
Technique Developed - To implement these Principles

1) ELEMENT OF SCIENTIFIC MANAGEMENT

   Method study, routing motion study, time study, fatigue study & role setting.

2) PLANNING OF INDUSTRIAL OPERATIONS

   What How, Where & When the work shall be done.

3) Proper selection, placement and training of workers by a centralized personnel department.
BOOK – PRINCIPLES OF SCIENTIFIC MANAGEMENT

IMPROVEMENT IN METHODS OF WORK VIZ

i) Standardization of tools and equipment.

ii) Regulation of speeds of machines.

iii) Improvement of the work environment.

Introduction of functional organisation.