

# ① Evolution and growth of Management Thoughts:

## Concepts:

1. Scientific Management: efficiency, productivity of work.  
a task fulfilled in a standardised manner.
2. Administrative Management: fr. of management.  
→ planning, organising, execution etc...
3. Bureaucratic Theory: emphasises on the importance of hierarchical structure  
↓  
Max Weber. (definite roles, responsibilities, procedures, rules and regulations)  
→ enhances the efficiency and fairness large organisations.
4. Hawthorne Studies: highlighted the significance of social and human factor at work place.  
(employee's attitude, teamwork etc...)
5. Human Relations Movement: importance of psychological and social needs of

5. Human Relations :  
considering the psychological and social needs of employees → healthy, positive working environment.

(overall work culture)

6. System Theory : views organisation as a complex system made of interconnected and interdependent parts.

7. Contingency Theory :

8. Total Quality Management : emphasis on continuous improvement, customer focus, employee involvement for delivering high-quality products or services.

9. Transformational leadership : inspire, motivate their team mates/followers to achieve higher level of performance and personal growth.

Theory and Practice : Major stages in the evolution of management:

## 1. Early Management Theories:

during late 19th and early 20th century  
notable contributors → a) Fredrick Taylor,  
b) Henri Fayol,  
c) Max Weber

### a) Fredrick Taylor's Scientific Management

↳ focused on optimizing work processes by studying & analyzing individual tasks to improve efficiency and productivity.

### b) Henri Fayol's Administrative Management : important part of management:

like: planning, organizing, commanding, coordinating and controlling.

### c) Max Weber's Bureaucratic Theory :

↳ Hierarchical Structure.

## 2. Human Relations Movement

↳ During 1920s and 1930s.

## 3. System theory and Contingency Theory :



↳ mid - 20th century.

4. Total Quality Management (TQM)

↳ later half of 20th century.

5. Management in Digital Age: with

advent of IT and globalisation, management practices have continued to evolve rapidly.

Eg: e-commerce, digital marketing, virtual teams etc.

6. Modern Approaches: ex Sustainable Management to optimise processes, adaptability environmental and social responsibilities

What are the key principles of Scientific Management?

① Time and motion Studies: redesign the work process, eliminate unnecessary movements ⇒ enhance efficiency.

h. methods

② Standardization: tools, equipments, methods etc. <sup>efficiency.</sup>

③ Division of labour

④ Incentive systems.

⑤ Selecting and Training Workers