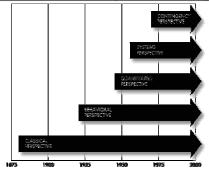
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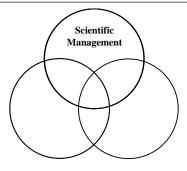
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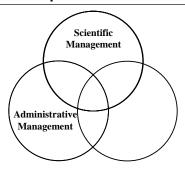
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Classical Perspective



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Classical Perspective	
Scientific Management	
- Ammiganeur	
Administrative Bureaucratic Management Management	
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Scientific Management, E. W. Taylor	
Scientific Management: F. W. Taylor	-
"The one best way"	
-Task Performance	
-Supervision	
-Motivation	
	-
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Task Performance	
-Development of work standards	
-Selection of workers	
-Training of workers	
-Support of workers	

Supervision	
"Functional Foremanship"	
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Motivation	
Money	
• A standard wage rate	
• Production output	
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Scientific Management: F. Gilbreth	
Bricklaying studies	
• Therbligs	-
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Scientific Management: L. Gilbreth	
Working conditions	
Efficiency and productivity	
Standard work days	
• Lunch breaks and rest periods	
Child labor	
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Management	
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Managerial functions	
• 14 General Principles	
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Bureaucratic Management	
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Organizational system	
-Rules	
-Policies and procedures	
- Fixed hierarchy	
– Division of labor	
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Bureaucratic Management: M. Weber	
Division of laborHierarchy of authority	
• Rules and procedures	
• Impersonality	
 Employee selection and 	
promotion	
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Weber's Forms of Authority	
• Traditional authority	
Charismatic authority	
• Rational-legal authority	
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Behavioral Perspective	
•	
-Mary Parker Follett	
– Elton Mayo	
-Douglas McGregor	
-Chester Barnard	
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Mary Parker Follet	
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Hawthorne Effect	
Performance is influenced by human behavior factors	-
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Douglas McGregor	
• Theory X	
• Theory Y	
	
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Chester Barnard	
• Establish communications	
• Establish clear objectives	
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• Decision-Making Focus	
Measurable Criteria	
• Quantitative Model	
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Contingency Perspective	
• No one best approach	
Managers are responsible	
• Identify key contingencies	
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• Japanese manageme	nt approach	_		
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