Iqra national university, Peshawar



 Name Hassan khan

 Id 14908

 Department bba

 Subject poM

 Teacher name mam sameen shah

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 **Classical theories of management**:

1:**classical scientific management theory:**

* **The origin of the theory:**

 Prior to the early 1900s, there was no management theory as we think of it today. Work happened as it always had; those with the skills did the work in the way they thought best. The concept that work could be studied and the work process improved did not formally exist before the idea of Frederick Winslow Taylor.

* Develop by :

 One of the earliest of these theorists was Frederick Winslow Taylor. He was an American mechanical engineer who sought to improve industrial efficiency.

* **Features of scientific theory:**
1. It is a systematic approach to handle management problems.
2. It implies scientific techniques in method of work, recruitment, selection and training of workers.
3. It rejects the age old method of rule of thumb, or hit, or miss, approach.
4. It attempts to discover the best method of doing the work at the lowest cost.
5. It attempts to develop each worker to his greatest efficiency.
6. It involves a complete change in the mental attitude of the workers as well as of the management.
* **Implication of theory:**
* The world is becoming more and more complex. As a consequence the decisions that manager have to make are increasingly more difficult, since they have to contemplate every single element part of society, such a person, resource, external environment etc.now days decision making process goals are quite simple this day, companies try to reduce risks, to increase the probability of their success, to predict impact and changes with very low margin of error, All these are easy because of scientific management method.
* Scientific management was characterized by distilling work into discrete, quantifiable tasks, measuring observable output, exercising heavy managerial control over workers, and minimizing cost by appealing to workers economic self interests as well as by engaging in systematically derived es practices and paining.

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**Human relation theory or motivation theories:**

* **Origin of the theory:**

 The human relation theory of management began development in the early 1920s. Today it is integral to every business, and understanding the involved skills and theories is key to employee success.. This approach had its origin in a series of experiments conducted by professor Elton mayo and his associate at the Harvard school of business at the western electric companies Hawthorne works, near Chicago.

* **Who developed the theory:**

 George Elton mayo was an Australian born psychologist researcher and organizational theorist who developed the human relation theory.

* **Main features of the theories:**
1. The worker is a human being, who is also member of a team.
2. His contribution to output is determined as much by his physical capacity as his willingness to work.
3. Non economic rewards play a central role in making him a willing worker.
4. Due to their social nature workers form primary groups among themselves, which do not follow any formal rule of principle
5. Participation in decision making may also result in more output from the workers.
* **Implication of the theory:**
* The implication of a human relations approach to educational administration is numerous. first of a human relation approach steers managerial focus towards an emphasis on employee enthusiasm, morale and contentment rather than just productivity alone.
* Human relation in administration simply means accomplishing the goals of the organization without friction. it presupposes knowledge of the goals and needs of individuals belonging to the group. In a educational setup the official responsible for accomplishing the goals of the school revolves on the teacher.

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**Bureaucratic management theory:**

* **Origin of the theory:**

Terms of bureaucracy already till the end mid 1700s was idea of organized and consistent administrative system.developement of writing (3500 BCE) it was used for document was critical to the administrative of this system.

At the end of the 19th century it was German sociologist and author of the protestant ethic and the spirit of capitalism (1905) max weber developed the bureaucratic management theory.

* **Who develop the theory:**

 Max weber is one of the most important theorists in modern organizational theory and is considered the father of the modern bureaucratic model .He developed the bureaucratic management theory

* **Main features of the theory:**
1. People are paid and are whole time employees
2. They receive salary and other perquisites normally based on their position.
3. Their tenure in the organization is determined by the rules and regulations of the organization.
4. The do not have any proprietary interest in the organization.
5. They are selected for the purpose of employment based on their competence.
* **Implication of the theory:**
* The general development of bureaucratic theory, stemming from MAX Webbers original formulations, has received impetus in the past decade, and the understanding of organizational behavior has been greatly enhanced as a result, the inference to be drawn by administrators and others in a position to influence organizational development have, by comparison received little attention.
* in the social scientific sense the term bureaucratic structure has no necessarily invidious. It refers rather to a form of rational organization conceived thus for to be indispensible to the mass production of goods and services.

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**Contingency management theory:**

* Origin of the theory:

 Contingency theory was developed in 1950 by the findings of leadership behavior research conducted by the researchers from Ohio state university(Donaldson 2001,nohria and khurana,2010).the report show that the effective leadership behavior revolves around building good report and interpersonal relationship (consideration)and initiation of structure that ensures task completion and goal attainment.

* **Who develop the theory**:

 Fred Edward Fiedler developed the contingency management theory .fred e.fiedler contingency theory of leadership emphasizes that the effectiveness of leadership is dependent (contingent) on matching its leadership style to right situations.

* Main features of theory:
1. Management is situational in nature. The technique of management depends on complexity of the situation.
2. Management principles are not universal in nature as there is no best style of management. Management is situational and managerial actions depend upon the environmental circumstances.
3. It provides insight into organizations adaptability to both internal and external environment. It is a matter of fitting the internal environment to its external environment.
* **Implication of the theory:**
* Using contingency management style, managers can respond to the causes of individual problems rather than overreacting to the problem itself, instead of focusing on results of the problem.
* The importance of contingency theory also extends to the way managers thinks about the consequence of a decision as relates to the entire company. The contingency management style forces managers to make decisions and resolve problem based on how it will impact the company, not solely how it will affect a division or department.
* One of the other major implications of the contingency theory for managers is that it provides them with far greater discretion.

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