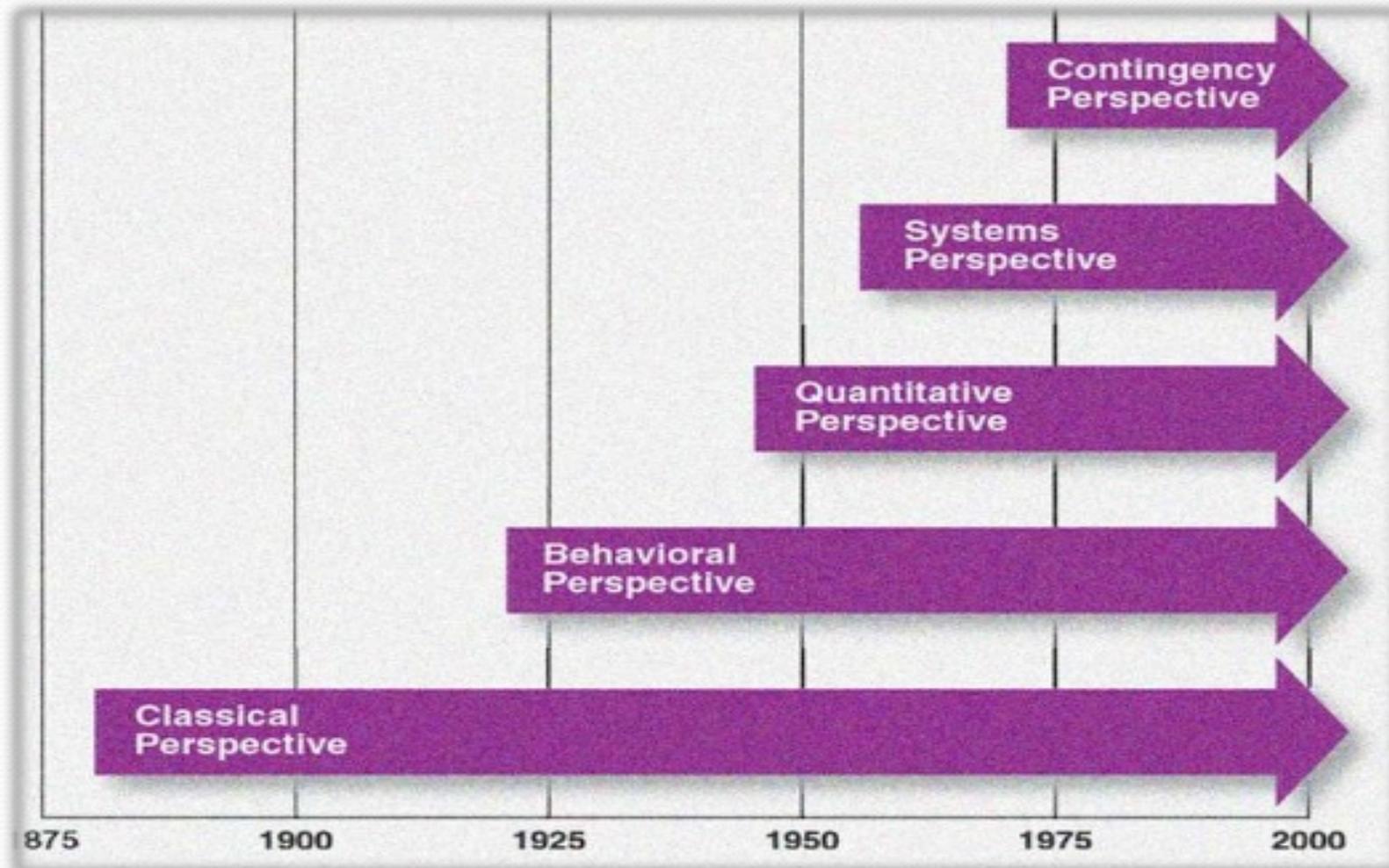


EVOLUTION OF MANAGEMENT THOUGHTS

Management is as old as human civilization itself. The civilizations of Rome, Egypt, and Greece exhibited astounding results of great management practices. The origin of management can be traced back to the late 19th century. Management is considered as an integral part of understanding all business functions and operations. People have been redesigning and changing management techniques for centuries. Management thinkers are trying to find ways to classify and organize the extensive information that is dispersed and collected. The classification attempts have precipitated the recognition of management approaches.

VARIOUS APPROACHES TO MANAGEMENT THOUGHTS

EVOLUTION OF MANAGEMENT THOUGHT



CLASSICAL APPROACH

- The classical approach is the senior most approach to management thought. It originated back in the 20th century. The classical approach is concerned with the strategies and techniques to manage organizations and work more efficiently and effectively. The classical approach comprises of scientific management, administrative management, and bureaucratic management.

**Classical
Approach**

**Fredrich Taylor
The Gilbreths
Henry Gantt**

Max Weber

Henri Fayol

**Scientific
Management**

**Bureaucratic
Management**

**Administrative
Management**

SCIENTIFIC MANAGEMENT

- **Frederick Winslow Taylor** is known as the father of scientific management. Scientific management is referred to as Taylorism. The theory of scientific management had a humongous impact on business at the beginning of the 20th century. Scientific management is a management theory that synthesizes and analyses workflows with the objectives of enhancing the productivity of labor. Approaches to scientific management are initiated for standardization of jobs and efficiency of workers.

ADMINISTRATIVE MANAGEMENT

- Henry Fayol is known as the father of modern management. Henry Fayol was a great manager and a popular industrialist. He presented an analytical framework of the management processes. He categorized the activities of the business into six groups namely Financial, Accounting, Technical, Managerial, and Administrative. He clarified that the management functions remain the same at all levels of organizations.
- Administrative management highlights the functions of the management and the manager. Its main objective is to define the management philosophy and processes that are concerned with jobs at the individual level.

BEHAVIORAL APPROACH

- Various theorists supplemented the behavioral approach of management thought since they noticed several weaknesses in the classical theory. The classical approach focuses on principles, processes, and efficiency. This theory ignores significant aspects of organizational life concerning human behavior at work. Behavioral approach is an improvised theory of the human relations approach.
- The behavioral approach was developed in parts because of the weaknesses perceived in the classical approach. It emphasizes understanding the factors that affect human behavior at work.

QUANTITATIVE APPROACH

- The quantitative approach emphasizes improvising decision making by applying quantitative technique

CONTINGENCY APPROACH

- The contingency approach emphasizes applying management principles, concepts and processes that have no universal or general application and are directed by the unique characteristics of every situation. It accentuates that there is no one right way to manage and it is determined by various situational factors like technology, organizational characteristics, characteristics of the manager, and the characteristics of the subordinates. Contingency theory states that management is situational and that the management study identifies the crucial variables in any given situation. Contingency theorists explicitly or implicitly criticize the classical approach. Nevertheless, few classical theorists understood the need for considering the situation while applying management principles.

SYSTEM APPROACH

- The system approach emphasizes understanding the organization as an open system that converts inputs into outputs. The System approach originated in the 1960s. It is a process of thinking about managing tools that require managers to regard various specialties and parts of the organization to one another along with the factors affecting the external environment.