

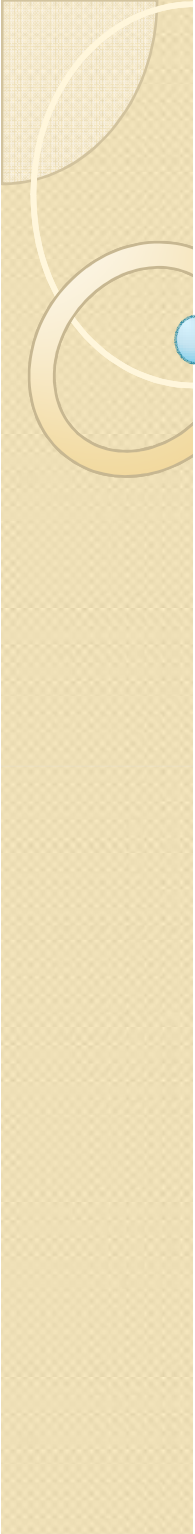
Power Point Presentation

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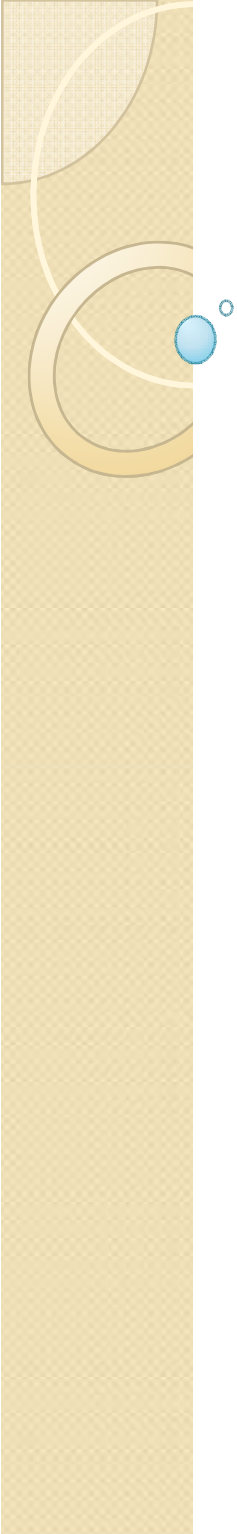
Scientific Management Theory : Taylorism



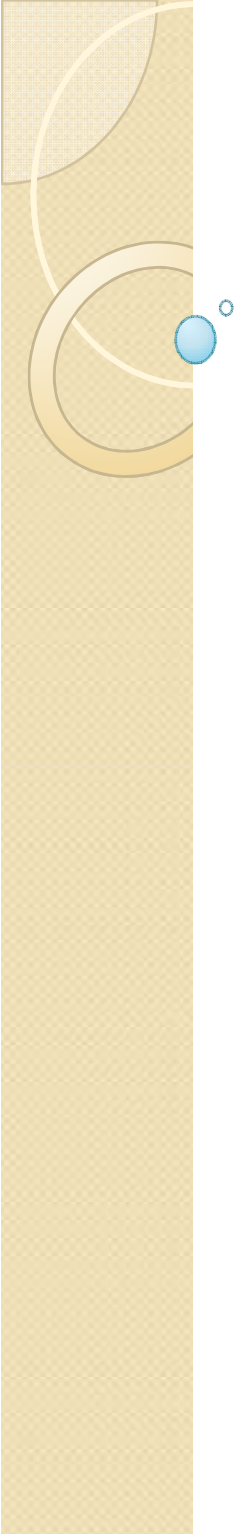
Frederick Taylor (1856–1915) is called the Father of Scientific Management.



What is Scientific Management ?



The History of Scientific Management Theory

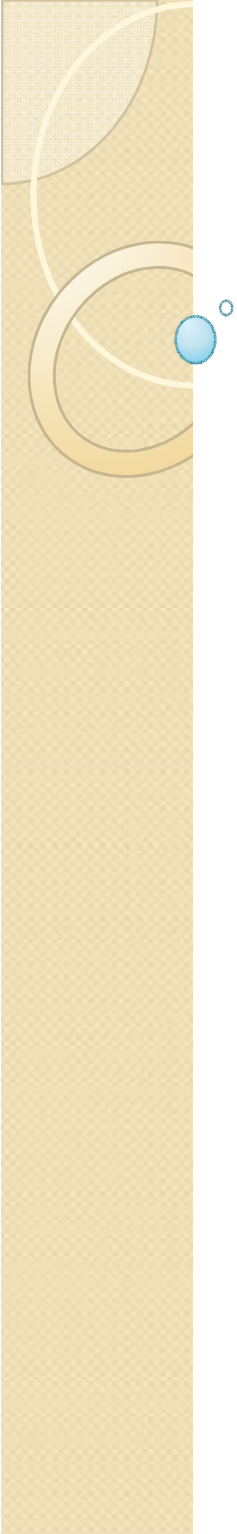


Taylorism and Classical Management Theory



Books written by Taylor on Scientific Management :

1. Notes on Belting (1894),
2. A Piece-Rate System (1895),
3. Shop Management (1903),
4. Art of Cutting Metals (1906),
5. The Principles of Scientific Management (1911).



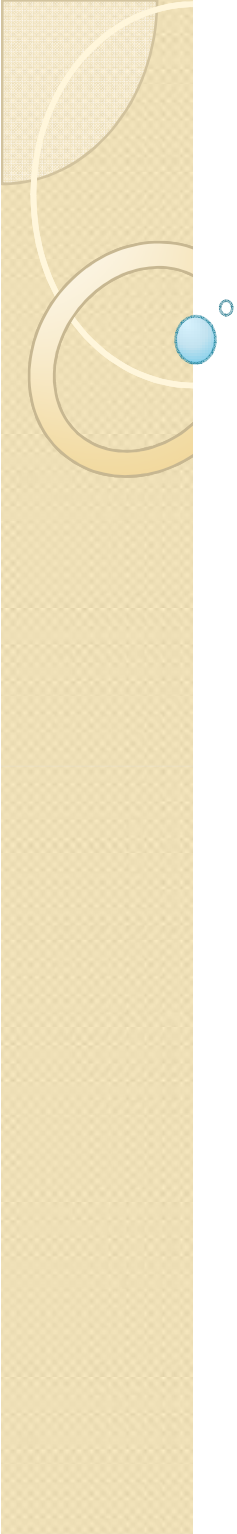
The Principles of Scientific Management : There are four principles of Taylorism.

- 1. Choose methods based on science .
- 2. Assign workers to tasks based on their natural skillset .
- 3. Monitor your workers' performance .
- 4. Divide workloads appropriately between workers and managers .



I. Choose methods based on science:

Use the scientific method to determine the most efficient way to complete a task. Focus on increasing productivity and profits.




2. Assign workers to tasks based on their natural skillset ; Get to know your workers, discover what they're good at, and place them where their skills will be the most useful.



3. Monitor your workers' performance:

Observe what your workers are doing while they are on the clock so that you can quickly address any problems. If some workers are confused or unproductive, it is up to their managers to step in and fix the issue.



4. Divide workloads appropriately between workers and managers: Make sure that managers understand how to plan and train workers and that workers understand how to implement those plans.

Goals and Objectives of Scientific Management



Goals and Objectives of Scientific Management

- 1. Increase efficiency.
- 2. Increasing profits.



Criticism

- 1. The theory of scientific management is not perfect. Optimizing efficiency while trying to maximize profits may not solve all your workplace problems.
- 2. Moreover, Taylorism has been criticized as being ineffective for modern businesses. After all, Taylor was working in a pre-industrial era. He could not have foreseen how businesses and management styles would change in the future.



Conclusion

- Taylor's brand of scientific management may not be a perfect fit for contemporary life. However, the scientific management theory could be a starting point for designing your own management style. You also can consider other alternative management styles such as the Great Man Theory of Leadership and the Contingency Theory of Leadership.



Source:

www.masterclass.com/articles/understanding-taylorism-the-history-of-scientific-management-theory

Thank you

