Scientific Management Theory : Taylorism

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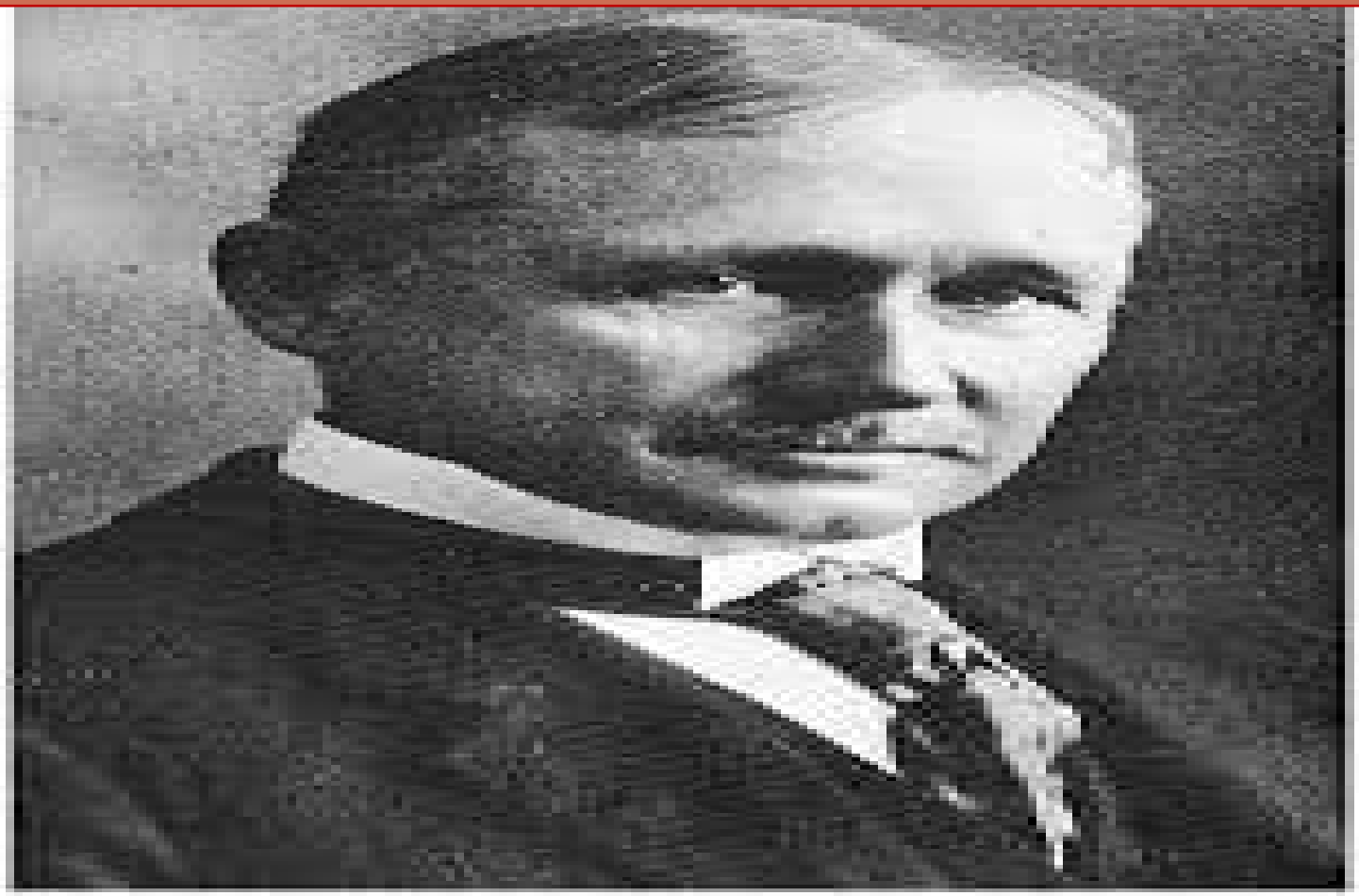

Frederick Taylor (1856—1915) is called the Father of Scientific Management.

What is Scientific Management?

It simply means to include Scientific Methods to implement in the working culture and perform innovative work rather than hard work . Its main objective is improving economic efficiency, especially labour productivity.

The History of Scientific Management Theory

	Federick Taylor became inspired to create his theories while working as an employee of the United States steel manufacturer, Bethlehem Steel. It was as that steel company he observed that the managers barely knew anything about how specific jobs were actually performed. He began to design workplace experiments that would influence his famous principles of management. One experiment involved improving shoveling efficiency by designing new shovels that were optimized for different materials. Another famous example involved using a stopwatch and biomechanical analysis to concoct a better method for workers to carry pig iron onto railroad cars. On the first day using his new method, the amount of pig iron the workers were able to transport almost tripled. These and other time and motion studies became the origins of Taylor's theory of management. Although he's known as the father of scientific management, Federick Taylor initially called his method "shop management." He ended up adopting the term "scientific management" in 1911 after it was popularized in a court case by future Supreme Court justice Louis Brandeis with the help of mechanical engineer Henry L. Gantt.

Taylor 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 .

1. Choose methods based on science .

" Rather than allowing each individual worker the freedom to use their own "rule of thumb" method to complete a task, you should instead use the scientific method to determine the "one best way" to do the job.

2. Assign workers to tasks based on their natural skillset .

Instead of randomly assigning workers to any open job, assess which ones are most capable of each specific job and train them to work at peak efficiency.

3. Monitor your workers' performance

Assess your workers' efficiency and provide additional instruction when necessary to guarantee they are working productively.

4.Divide workloads appropriately between workers and managers .

Managers should plan and train, while workers should implement what they've been trained to do.

1. 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 usefull.

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
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


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