

Classical & Scientific Management Theories

Henri Fayol (Classical Management)

- Saw management as a distinct function apart from other organisation functions such as finance & marketing
- Developed a functional approach to management based on the principles of POLC (Planning, organising, leading & Controlling)

Max Weber(Classical Management)

- A sociologist rather than a specific management theorist coined the term “bureaucracy” to identify large organisations that worked on a rational basis
- His theory on authority suggested that the most efficient form of organisation was rational, predictable, impersonal, employed people with technical competence and was authoritarian.

Frederick Taylor (Scientific Management)

- Father of Scientific Management
- Used scientific methods to find the “one best way” for a job to be done
- Believed in standardising a method for each job
- Believed that workers naturally avoided work and needed economic incentive to work well
- Believed in selecting the right person for the task at hand and supplying that person with the necessary tools & equipment
- Was a strong advocate of the product line method of manufacturing