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Topic:- Theories of Management.

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3. Bureaucratic management theory

Developed by Max Weber, bureaucratic management theory focuses on structuring organizations in a hierarchy so there are clear rules of governance. His principles for creating this system include a chain of command, clear division of labor, separation of personal and organizational assets of the owner, strict and consistent rules and regulations, meticulous recordkeeping and documentation, and the selection and promotion of employees based on their performance and qualifications.

This theory has played a key role in establishing standards and procedures that are at the core of most organizations today.

4. Human relations theory

This theory was developed by Elton Mayo, who conducted experiments designed to improve productivity that laid the foundation for the human relations movement. His focus was on changing working conditions like lighting, break times and the length of the workday. Every change he tested was met with an improvement in performance. Ultimately, he concluded that the improvements weren't due to the changes but the result of the researchers paying attention to the employees and making them feel valued.

These experiments gave rise to the theory that employees are more motivated by personal attention and being part of a group than they are by money or even working conditions.

5. Systems management theory

This theory asserts that businesses consist of multiple components that must work in harmony for the larger system to function optimally. The organization's success, therefore, depends on synergy, interdependence and interrelations between subsystems. According to this theory, employees are the most important components of a company, and departments, workgroups and business units are all additional crucial elements for success.

According to this theory, managers should evaluate patterns and events within the organization to determine the best management approach. They need to collaborate and work together on programs to ensure success.

6. Contingency management theory

Developed by Fred Fiedler, this theory's primary focus is that no one management approach works for every organization. Fiedler suggested that a leader's traits were directly related to how effectively they lead their team. He asserts that there are leadership traits that apply to every kind of situation and that a leader must be flexible to adapt to a changing environment.

7. Theory X and Y

American social psychologist Douglas McGregor introduced X and Y theories in his book, "The Human Side of Enterprise," where he concluded that two different styles of management are guided by their perceptions of team member motivations. Managers who assume employees are apathetic or dislike their work use theory X, which is authoritarian. Theory Y is used by managers

who believe employees are responsible, committed and self-motivated. This is a participative management style that gives rise to a more collaborative work environment, whereas theory X leads to micromanaging.

He concluded that large organizations may rely on theory X to keep everyone focused on meeting organizational goals. Smaller businesses, where employees are part of the decision-making process and where creativity is encouraged, tend to use theory Y.