

Paper –Principles and Practice of Management

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## **Topic- Evolution of Management Thought**

Management practice is as old as human civilisation when people started living together in groups. For, every human group requires management and the history of human beings is full of organisational activities. However, the study of how managers achieve results is predominantly a not del antly a twentieth century phenomenon. In the earlier years, management could not get the attention of researchers because the field of business in which the management concepts were applied was held low. unworthy of study: indifferent approach of other social scientists like economists, sociologists, psychologists, etc., towards management and business organisations; treatment of management as an art not as a science; and the commonly-held belief that managers are born and not made. These factors created the situation where the need for a systematic study of management was not felt. This situation continued till the beginning of the twentieth century.

The situation started changing with the beginning of the 20th century: specially the World War I created the situation where people started thinking of solution to the problem of how limited resources could be applied in better way. The World War II added further problem to this end. Growing competition and complexity of managing large business organisations further provided impetus to developing systematic management concepts and principles. In recent years, there has been worldwide rivalry for markets, power, and progress. The increasingly severe competition has come from such factors as (0 technological Innovations and their dissemination in business, (10) growing technological obsolescence, (ti) increase in capital investment, (w) freedom at national and international markets, and (v) increasing buyers' sovereignty in the markets. Besides

the growing competition in business, the complexity of managing business also has increased due to (i) increasing size of business organisations. (ii) high degree of division of labour and specialisation. (iii) increased government regulations and controls to make business more socially-oriented, (iv) organised union activities to put pressures on management, and (v) pressure of various conflicting interest groups to meet their demands from the organisations. Both these factors growing competition and complexity in managing business-have demanded the efficiency in management process which can come not merely by trial-and-error methods but by developing and applying sound management concepts and principles.

These factors emerged gradually which attracted the attention of a wide variety of intellectuals-economists, sociologists, psychologists, anthropologists, mathematicians, and management practitioners-to study the organisations and processes through which these organisations could be made more effective. Each of these groups of intellectuals viewed the organisations and the processes therein in a particular way and made recommendations accordingly