

Paper –Principles and Practice of Management

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Topic- Taylor and Scientific Management

The concept of scientific management was introduced by Frederick Winslow Taylor in USA in the beginning of 20th century. This concept was further carried on by Frank and Lillian Gilbreth, Henry Gantt, George Berth, Edward Felen, etc. Scientific management was concerned essentially with improving the operational efficiency at the shop-floor level. Taylor has defined scientific management as follows:

"Scientific management is concerned with knowing exactly what you want men to do and then see in that they do it in the best and cheapest way."

Since Taylor has put the emphasis on solving managerial problems in a scientific way. often, he is called as father of scientific management and his contributions as the principles of scientific management. Though his contributions have become traditional in present day context, still the label scientific management is used for his contributions. It does not mean that present-day management thoughts and practices are not scientific. In fact,

management as a science has been taken much later than the contributions of Taylor. Taylor joined Midvale Steel Company in U.S.A. as a worker and later on became supervisor. During this period, he continued his studies and eventually completed his M.E. (Master of Engineering). Subsequently, he joined Bethlehem Steel Company. At both these places, he carried experiments about how to increase the efficiency of people. Even after his retirement, he continued to develop scientific management. On the basis of his experiments, he published many papers and books and all his contributions were compiled in his book 'Scientific Management. Taylor's contributions

can be described in two parts: elements and tools of scientific management and principles of scientific management.