

1. Scientific Management Theory

- Founded by Frederick Winslow Taylor.
- Scientific management is a management theory that analyzes work flows to improve economic efficiency, especially labour productivity.
- Workers and managers needs to cooperate with one another.
- Time, motion and fatigue studies shall be used to determine the fair amount of work done by each individual worker.
- a fair day's pay for a fair day's work.
- Improving the working conditions and standardizing the tools, period of work and cost of production.
- Proper scientific selection and training of workmen should be done.
- The financial incentives should be given to the workers to boost their productivity and motivate them to perform well.

2. Administrative Theory

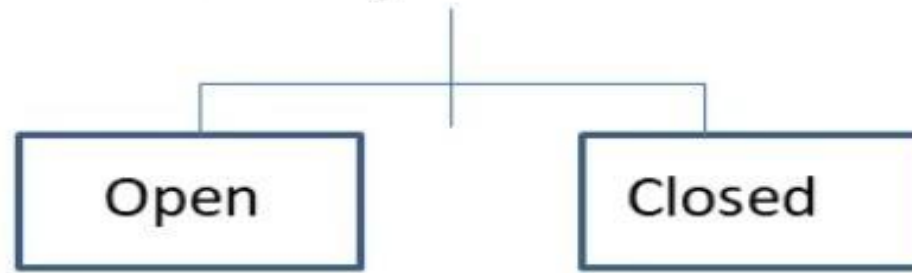
- Propounded by Henry Fayol.
- He gave 14 principles of management.
 1. Division of Work
 2. Authority
 3. Discipline
 4. Unity of Command
 5. Unity of Direction
 6. Subordination of Individual Interests to the General Interest
 7. Remuneration
 8. Centralization
 9. Scalar Chain
 10. Order
 11. Equity
 12. Stability of Tenure of Personnel
 13. Initiative
 14. Esprit de Corps

3. Bureaucracy Theory

- Introduced by Max Weber
- Systematic framework, defined levels of management.
- 6 principles-
 1. Task specialization
 2. Hierarchical structure
 3. Formal selection process
 4. uniform requirements
 5. Impersonal environment
 6. Achievement-based advancement
- 3 kinds of power in the organization
 1. Traditional
 2. Charismatic
 3. Legal-Rational

System Theory

- It considers an organization as a system.



Classical Management Theory

- Classical- Traditional
- Emerged from industrial revolution.
- Focuses on efficiency, productivity, and output of employees.
- Criticized for ignoring human desires and needs in the workplace.
- Classical theory is developed in three streams- Bureaucracy Theory, Administrative Theory, and Scientific Management.

Contingency Theory

- Modern theory of Management.
- Based on situational approach.
- The manager or supervisor must change the decisions and behaviour based on the situation/circumstance.
- Says that there is no one best way to lead an organization.

Behavioural Theory

- Often called to be the initiation of human relations movement.
- In this theory, the organization is treated as a social system.
- This theory relies on the notion that managers will better understand the human aspects and treat employees as important assets to achieve goals.

Human Relation Theory

- Propounded by Elton Mayo.
- Focuses on study of motivation, conflict, and informal organization.
- It viewed human beings not as machine models but as individuals with differing psychological motivations.

X and Y Theory

- Theory X and Y are theories of human work motivation and management.
- Created by Douglas McGregor.
- Theory X- This management style assumes that the typical worker has little ambition, avoids responsibility, and is individual-goal oriented.
- Theory Y- assume employees are internally motivated, enjoy their job, and work to better themselves without a direct reward in return.