What is Scientific Management Theory?

Scientific management theory is a theory of management. It synthesizes and analyzes workflows. Its major purpose is improving especially labor productivity, economic efficiency. It was an old effort which is to apply science to the engineering of the procedure and to management. However, there is given a definition. For example:

*Scientific Management is an art of knowing exactly what you want your men to do and seeing that they do it in the best and cheapest way.*

Objectives of Scientific Management Theory by Taylor:

The major objectives of Scientific Management Theory by Taylor are a maximum improvement of workers. This improvement shows on efficiency and effectiveness performance. Such development is the revolution in management procedure and employee’s actual performance.

If the procedures and principles of scientific management theory by Taylor apply, it can huge change on the following things. For instance:-

- Prevent the wastage of time.
- Reduce the cost of production.
- Secure the labor in industry.
- Increase the efficiency of the workers.
- Develop the relationship between workers and managers.

Principles of Scientific Management Theory by Taylor:

Frederick Winslow Taylor mentioned core principles of management in his *Principles of Scientific Management* book. These principles refer to the scientific management theory by Taylor. Such as:-

1. **Science, not the Rule of Thumb**: The basic principles of scientific management theory by Taylor is the adoption of a scientific approach to decision making. Even abandons the all unscientific approach from managerial activities. So, we can say that these principles suggest *thinking* before *doing*.

2. **Harmony, not Discord**: An organization constitutes by two groups i.e. ‘workers’ and ‘management’. They must create the ‘Give and Take’ relationship in the workplace. Therefore, Taylor emphasized on Mental Revolution which
means a change of attitude of both groups based on this principle. They should share the opinions and ideas of each other.

3. **Co-operation, not Individualism:** It shows the importance of each other (management and workers). Management should reward and appreciate the employees for their helpful suggestions. At the same time, employees also cooperate with the management for the improvement of the organization.

4. **Development of Each and Every Person to his/her Greatest Efficiency and Prosperity:** Employees should be properly trained and selected in a scientific manner. And it is essential for each organization. For implementing this task, Taylor arranged some techniques, for instance, work-study, time study, motion study, fatigue study and method study.

5. **Maximum, not Restricted Output:** Maximum productivity is the basic purpose of an organization. In this case, Taylor has emphasized the production maximization in his principles.

### Functions of Scientific Management Theory by Taylor:

From Taylorism, we can find some significant functions. These functions help positively the administrators in their organization’s leading. Such as:-

- According to the skills and abilities, an employee must be selected.
- Incentives and wages have to install for enhancing their output and encouraging them.
- Implemented those methods which are based on the scientific tasks.
- Carefully observe on eradicating interruptions when plan runs.
- In an organization, leadership should develop and standard.

### Features of Scientific Management Theory by Taylor:

According to Taylor, we can find some important features in Scientific Management Theory. Here has described those important features. Such as:

- **Universal:** Its principles are applicable to all kinds of organizations, business, non-business, all levels of management. Therefore, they are all-pervasive or universal.
- **Flexible:** Here available some flexible features. For example, dynamic guidelines, non-static rules, sufficient room for managerial discretion, Modification and improvement
- **Cause & Effect Relationship:** It indicates what will be the result of particular actions. So, if one is known, the other can be detected.
• **Aims at Influencing Human Behavior:** Human behavior is not simple and predictable. It always tries to deal with human behavior so that employe can able to give the best result.

• **Equal Importance:** For achieving the goal of the organization, we have to give equal priorities to all things. These principles are the best examples of equal importance.

• **Scientific Selection, Training, and Development of Workers:** In the organization, workers must select, train and develop through scientific way.

• **Equal Division of Responsibility between Management and Workers:** Each has to ensure the equal division of responsibility between management and workers.

**Techniques of Scientific Management Theory by Taylor:**

For ensuring any method or process, need proper technique. Principles of scientific management theory by Traylor has effective techniques to implement. There are included those techniques. Such as:-

1. Work-Study (time study, method study, motion study, and fatigue study)
2. Development of Functional Foremanship
3. Standardization of Tools and Equipment
4. Scientific Selection, Placement, and Training
5. Introducing Costing System
6. Mental Revolution

**Criticism of Scientific Management Theory by Taylor:**

Although it appreciates in the organizational process, yet it has not spared of severe criticism. The criticism of scientific management theory by Taylor divide into two categories. Such as:-

1. **Workers Viewpoint**
   - For increasing productivity, replace the machine instead of the man. Therefore, it may be an unemployment tool.
   - Exploitation thinking arises in workers. So, they are not engaged in creative working.
   - These principles enforce on over speeding in the work. So, These have an adverse effect on the health of employees.
   - Due to extreme specialization, the employees are not capable to take a drive on their own. Their position decrease mere cogs in the wheel. As a result, jobe become dull. Employees disappoint in working.
- Workers feel that these principles make to weak of Trade Union. So, workers don’t attract these principles.

2. Employer’s Viewpoint
   - It is an expensive system.
   - Here enforces on the work, study, standardization, and specialization. As a result, it is a time-consuming process.
   - This procedure is one kind of deterioration of quality.

Importance of Scientific Management Theory in Office:

Scientific Management Theory by Taylor is perfectly suitable in an office. It can change dramatically the office environment in positive mode. So, every office should adopt this theory for their actual success. However, there are mentioned some important reason why taken this theory in office. For example:-

- Planning or Deciding the work in advance.
- Posting right man for the right job.
- Initiating of incentive or reward wage plan.
- Confirmation of ideal of performance.
- Advise the right development of work.
- The removal of de trop flow of work.
- The upgrade of worker-management affair.