

Creative heritage of F.W. Taylor and main provisions of Taylorism.

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How did current management theories develop?

Taylor said :

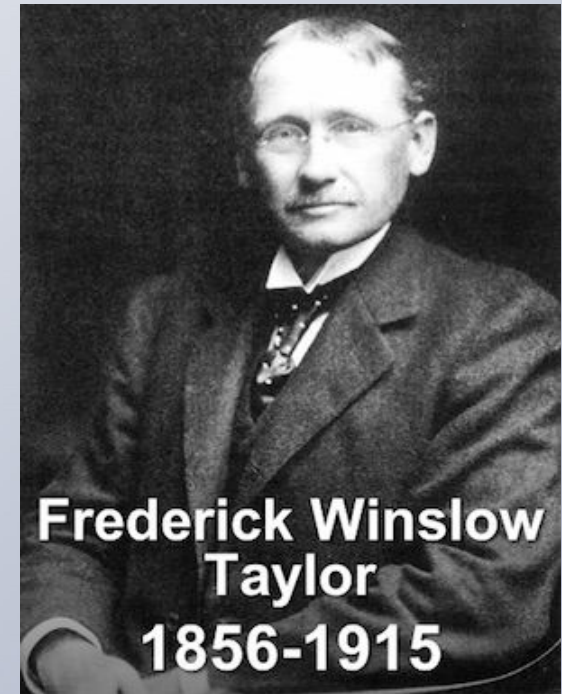
*«the best management is a true science, resting upon
clearly defined laws, rules, and principles.»*

And

*«In the past, the man has been first; in the future the
machine must be first»*

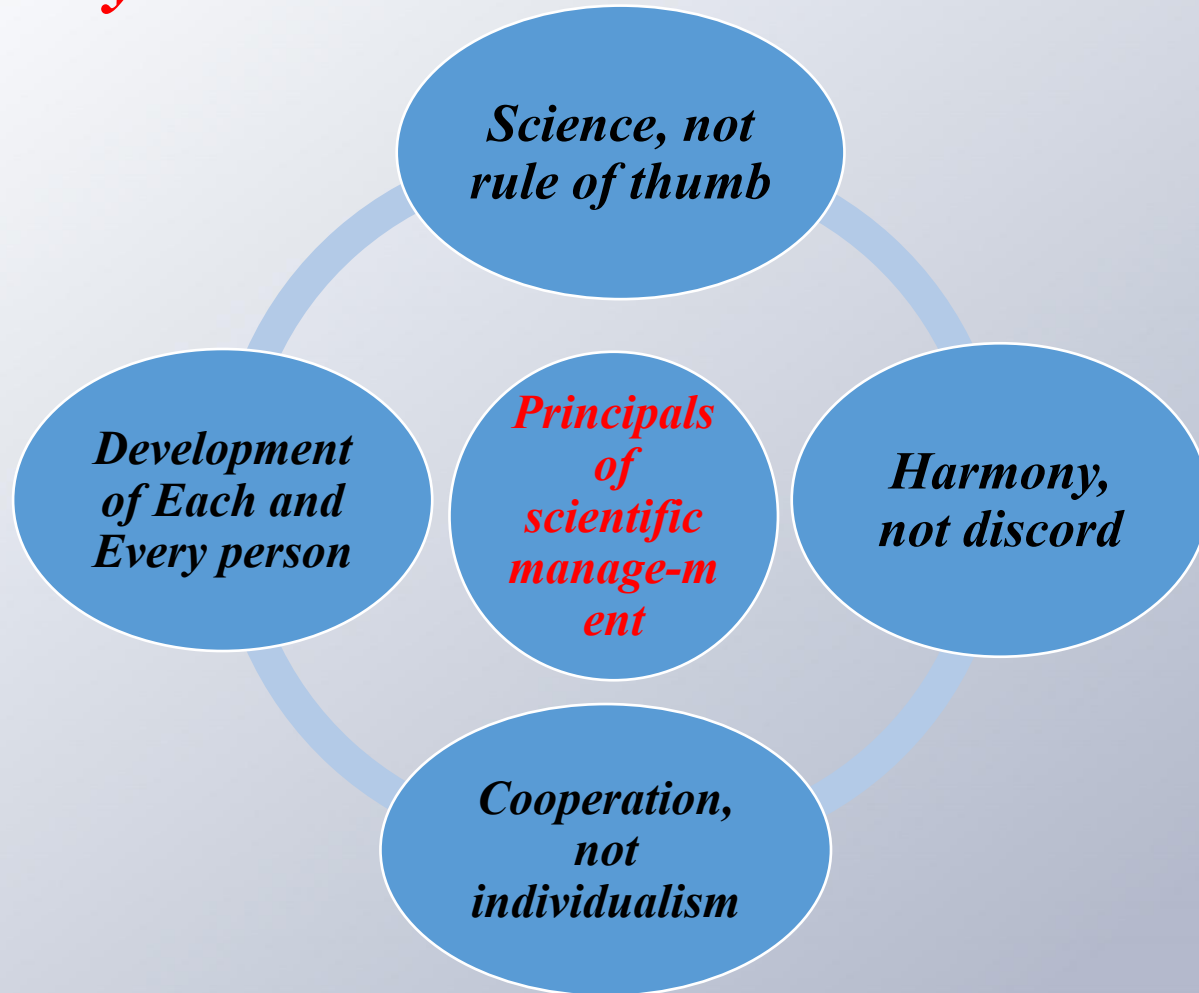
Historical Perspective

- *One of the earliest of these theorists – F.W.Taylor*
- *making people work as hard as they could*
- *1909 - "The Principles of Scientific Management"*
- *the idea of "a fair day's pay for a fair day's work."*

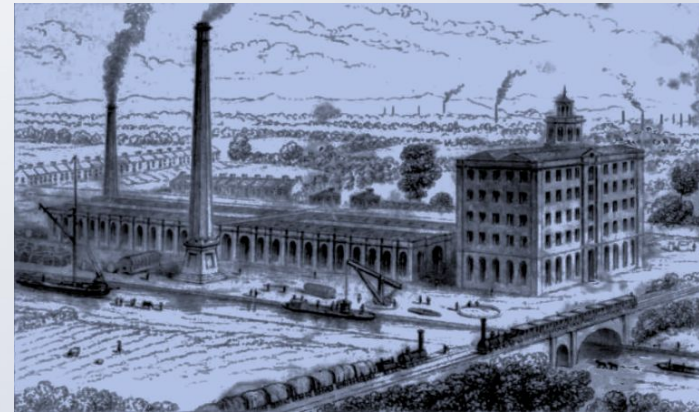


Taylorism

*Taylor developed four principles of scientific management - are also known simply as "**Taylorism**".*



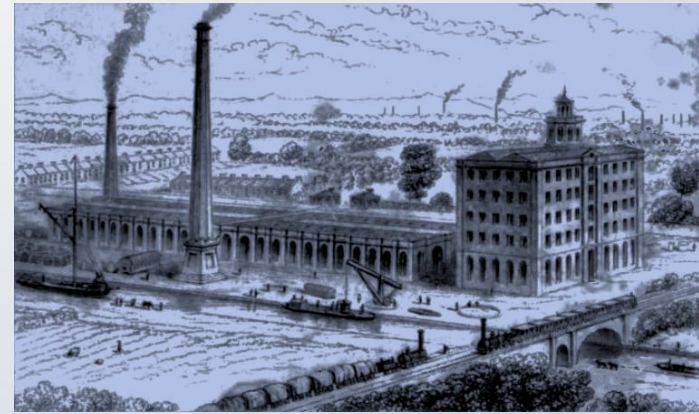
Taylor's Experiment with Pig Iron



In his research he had outlined what decreased productivity most of all:

- workers' negligence;*
- low safety standards at production which led to numerous injuries;*
- poor work organization and distribution of resources;*
- soldiering*

Taylor's Experiment with Pig Iron



Taylor concluded from the experiment with pig iron:

- it's absolutely necessary that only workers really capable of performing each specific task were employed;*
- rule of thumb had to be substituted with a much more effective method – material reward;*
- workers should be allowed enough rest and better work conditions.*





Quiz

Who developed four main principles of scientific management?

Answer: Frederick Winslow Taylor

What is the main idea of his payment system?

Answer: «A fair day's pay for a fair day's work»

What is Scientific Management?

Answer: Scientific management is an approach to management that analyses the work and looks for optimum ways to carry it out.



*Thank you for your
attention ♥*