

1. Complete the following chart:

/9

Classical Behavioural Theory:	Administrative Principles	Bureaucratic Organization	Scientific Method
Founder Associated with this Theory:	1. E.g. Mary Parker Follett 2. Henri Fayol	1. Max Weber	1. Fredrick Taylor
Definition of Theory:	<p>Administrative principles, a approach constructed and presented by Mary Parker Follett, and Henri Fayol.</p> <p>The approach, consists of input from both philosophers. Fayol, believed that management can be taught using these principles.</p> <p>Scalar chain principle, Communication from top to bottom of organization.</p> <p>unity of command principle, each employee should receive orders from only boss, and unity of direction principle, one indiv. in charge of all activities, that hold the same obj.</p> <p>Furthermore, introduced five duties of management. <u>Foresight</u>, <u>Organization</u>, <u>Command</u>, <u>Coordination</u>, and <u>control</u>.</p> <p>Follett, introduced the idea of organizations viewed as communities, resulting in diverse indiv. labouring in harmony, w/h dominance over each other. Believed that the manager's job is to help people co-operate, and meet their interests. Moreover, make every employee an owner, to create collective responsibility.</p>	<p>Max Weber introduced the Bureaucratic organization approach.</p> <p>The Bureaucratic organization approach resolves around logic. In the sense that management, required a rigid, rational organization, founded on logic, order and legitimate authority. Factors of the approach, are well defined levels of authority, which cannot be overridden. Clear division of labour, jobs are well defined, so workers became productive while engaging them. Formal rules and procedures need to be placed, in order to direct and behaviour of employees, as well as actions. Finally, employees are only prompted on their respective performance. These are the principles of Bureaucratic organization.</p>	<p>Scientific Method, presented by Fredrick Taylor.</p> <p>This approach made note of many workers completed their job without any clear/uniform expectations. Furthermore, be of the opinion that, the idea of good management needed to design jobs perfectly, while using "time study". utilizing this, will ensure the highest productivity.</p> <p>The Scientific method consisted of 4 guiding principles. One, Every job have an element of science. Two, Hire employees with the right set of skills for the job. Three, always train employees, while providing incentives, and finally support employees by carefully planning their work, and streamlining the work process.</p>