Principles of Scientific Management by Taylor:

F.W. Taylor or Fredrick Winslow Taylor, also known as the ‘Father of scientific management’ proved with his practical theories that a scientific method can be implemented to management. Taylor gave much concentration on the supervisory level of management and performance of managers and workers at an operational level.

Who is Frederick Taylor?

Frederick Winslow Taylor was an American mechanical engineer who lived from 1856 to 1915. He brought an engineer’s viewpoint to the world of workplace productivity and applied engineering principles to the factory floor.

He was the first management consultant and the first to look at work and productivity scientifically. He is known as the father of Scientific Management and the efficiency movement.

Taylor's Scientific Management:
Taylor's Scientific Management attempts to find the most efficient way of performing any job. He was the first one to emphasis the importance of Scientific Approach managing an enterprise instead of Hit and Trial method. The goal of Scientific Management was to find this "one best way" of doing things as efficiently as possible. Words of Taylor "**Scientific management means knowing what you want men to do and seeing that they do in the best and cheapest way".**

- **McDonald's**: Every McDonalds across the globe looks the same, and the instructions to create a burger are exactly the same in every branch across the globe. Even the process of mopping the floor is exactly the same across the globe. This breaking down jobs into bite-sized chunks and then describing the most efficient way to do that job is an example of Taylorism in use today.

Scientific Management:

- Scientific management refers to use of scientific,systemetic,objective and logical principle and technique to various managerial functions.

Let’s discuss in detail the five principles of management by F.W Taylor.

1. **Science, not the Rule of Thumb**
2. **Harmony, Not Discard-**
3. **Cooperation, not Individualism-**
4. **Development of Every Person to his Greatest Efficiency-**

As you can see from the diagram, the principles of Scientific Management are:

1. **Science, not rules of thumb**:

There should be scientific Study and analysis of each element of a job,in order to replace the old rule of thumb approach or hit and trial method.it means
Rather than doing things how they've always been done, Taylor wanted each job to be studied scientifically to identify the most efficient way to do that job.
Believed that there was only best method (standard method)to maximise efficiency.
The ultimate aim is to describe in a repeatable way how to do the job in the most efficient manner.
Steps involved:
Investigation of traditional methods
Unifying the best practices
Developing a standard method

.Harmony, Not Discord:

- There should be a complete harmony and proper understanding between management and workers and they should work together for organisation goals.
- To get harmonious relation, Taylor stress on mental revolution on the part of both management and worker. Management should respect to workers they should allow them for free suggestion. Worker should also respect the management as well.
- Give up the Attitude of Opposition. Build positive feeling.

3. Cooperation, Not Individualism:

- There should be Cooperation between management and worker instead of individualism.
- According to this principle work must be carried on in cooperation with each other, with mutual confidence and understanding for each other.

- Completion should be replaced by cooperation.

- It is extension to ‘Harmony, not discard’.
- Equal division of work and responsibility between workers and management.

- Management insist on “Paternalistic Style of management”

4.Development of worker to their Greatest Efficiency And Prosperity:

- Each person should be scientifically selected-work assigned should suit workers physical, mental and intellectual capabilities**.**
- Management should aim to develop workers to their Greatest Efficiency.
- Worker should provide Scientific Training.