This week we reviewed in class various historical perspectives that led to where OB and the HR system is today. See the slides with narration I uploaded to Canvas under this week’s topic.

The reading assignments (see class schedule and Canvas) for this week included the Mechanization Takes Command, and Nature Intervenes (You’ll find both of these articles and the slides on the course website under course content for this week). The assigned readings describe the roots of various theoretical views: including the Classical Management Theory, the Human Relations Theory, and the scientific management perspective, which we reviewed in class and their effect on the HR system currently.

This week’s in-class reading and discussion assignment we did was about the Anglo American South Africa firm – an HBR Case. I hope you found it worthwhile. Please email me your final collaborative work by Friday and I will get back to you with my feedback. If you need more time, that will be fine. Just let me know. This will be typical of your collaborative work on a weekly basis. I will provide a check for your participation in the group’s cooperative work.

When thinking about the readings, perhaps consider reflecting about the distinctions between the key assumptions made by the Classical Management Theorists with the Human Relations Theorists. Perhaps consider thinking about if these theories are incompatible.

Have a great rest of the week.

regards,  Zvi