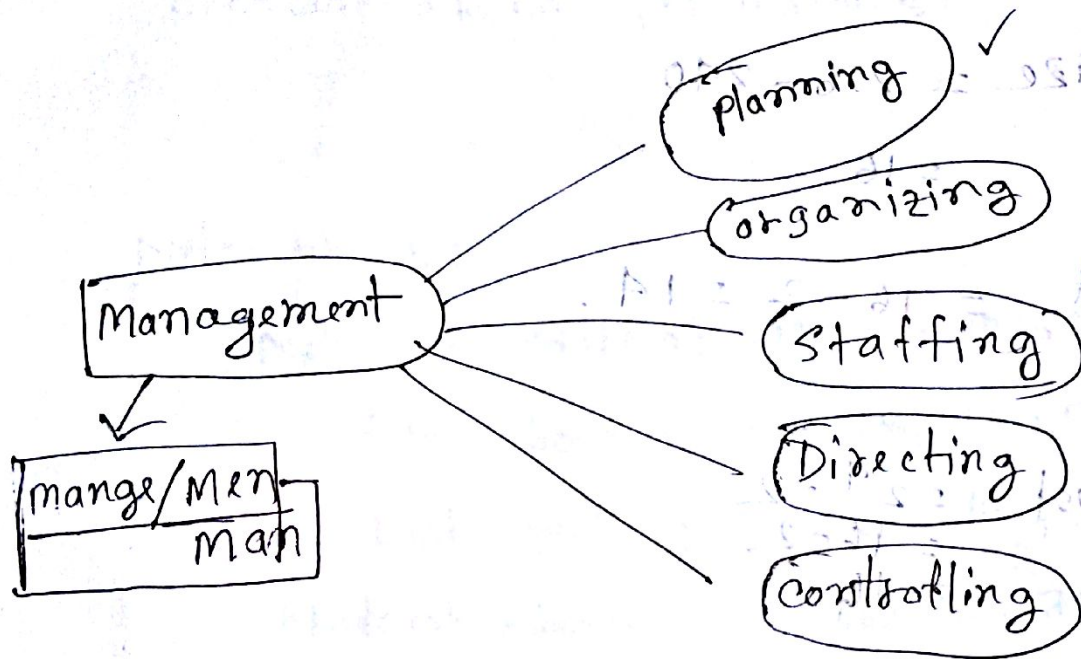


Industrial management : 27.09.16

MGT - 3211

MRP
ERP
layout } — Presentation



Works done by others. — Management.

Industrial Management

28.09.16

History of management

★ Industrial revolution - 1860s (US) - 1869

↓
Steam engine

★ Daniel Wren → Describe industrial revolution.

↓
US

3 components: (i) power

(ii) Transportation.

(iii) communication.

(Telegraph)

★ Captains of industrial revolution:

→ John D Rockefeller (oil)

→ James B. Duke. (Tobacco)

→ A. Carnegie. (steel)

→ Cornelius. (Rail)

→ Contribution of four leaders of industrial revolution.

1. Marging the organization.
2. Introduce the new methods of marketing.
3. Government introduce the first law regarding the industry.
→ Sherman anti-trust act.
4. Maintain the On-the-spot decision.
5. Use electricity for industrial purpose.
6. Psychological and physical aspect should be considered.

John D. Rockefeller (oil) ←

James D. Duke (Tobacco) ←

A. Carnegie (steel) ←

George Eastman (film) ←

Industrial Management :

09.10.16

⇒ Scientific Management

14 · Frederic Winslow Taylor.

⊛ 4 main principles of management:

⇒ Development of scientific method of designing job to reflect old-rule-of-thumb.

⇒ Scientific selecting of progressive teaching and development of employees.

⇒ Bringing together of scientifically selected employers and scientifically developed method for designing job.

⇒ Division of work resulting in interdependence between management and workers.

⇒ 1. Division of world.

⇒ 2. Division of Authority.

⇒ 3. Discipline.

⇒ 4. Unity of command.

⇒ 5. Unity of direction.

⇒ 6. Sub-ordination of individual interest to general interest.

⇒ 7. Remuneration.

⇒ 8. Centralization.

⇒ 9. Line of Authority.

⇒ 10. Orders.

⇒ 11. Equity.

⇒ 12. stability and tempered personal.

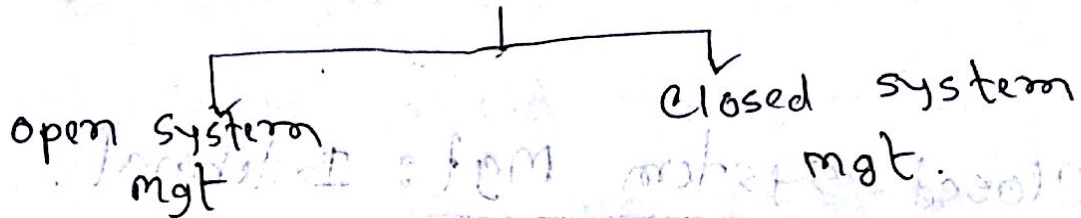
⇒ 13. Initiative.

⇒ 14. ~~Deserete~~ Espiritde corps.

12.10.16

Industrial Management

☐ The system approach of management



☐ 1950 - 1960s.

System: System is an assemble or combination things or parts, forming a complex or unitary whole.

☐ Open system Mgt: Internal + External.

Under the open system approach mgt. the organization is seen as an open system, that influenced by its internal and external environment of factor.

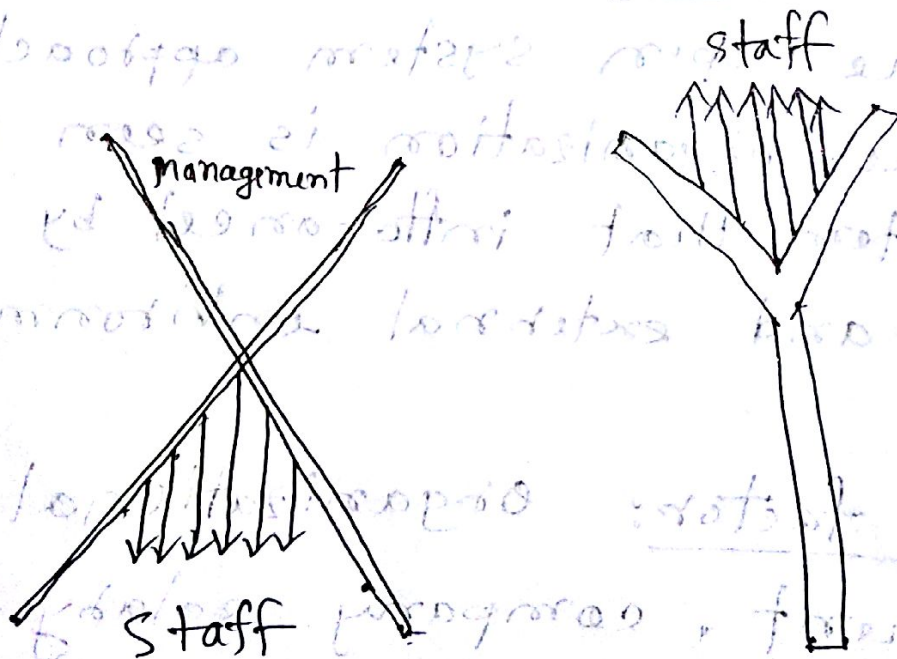
Internal factor: organizational environment, company salary, process.

External factors: Relationship with other company, dynamic leadership.

▣ Closed system Mgt: Internal.

Under the system approach of management the organization is seen as a closed system that doesn't interact with their external environment.

▣ XY Theory of management:



Management takes org

☐ 1960 - "The human side of Enterprise."
→ Douglas Mc Gregor.

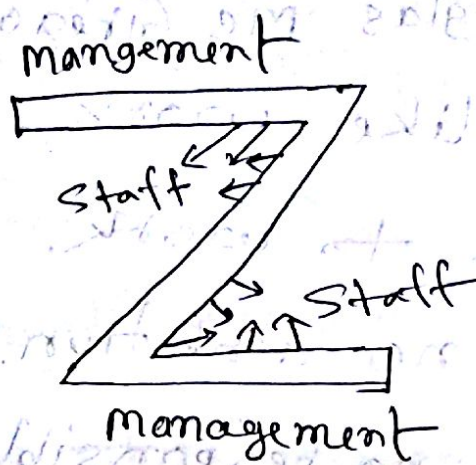
X:

1. The employee dislike work.
2. Employee avoid to work.
3. Employee has no ambition.
4. Employee has no responsibility.
5. Employee has blindly follow the leader.
6. All employee are self centered.
7. Employee has no intelligence ability.

☐ Theory of Y makes some general assumptions.

1. Work can be as natural as play and rest.
2. People will be self-directed to meet their work.
3. People will be committed to get objectives.
all employees are responsible to their work.
4. All employees are self actualized and esteemed.

Z theory:



1981 \Rightarrow (Gung Ho on Samurai)

\Rightarrow Japan

Some assumptions of Z theory are:-

1. All types of positive quality from the Y theory are included in Z theory.

2. Japan's principles of management are included.

3. Advocate the employees for their work environment.

Comparison of X & Y:

1. Motivation: In X theory people doesn't like to work, but in Y theory people are self motivated.
2. Management style and control: In X theory management is Authoritarian and centralized, But in Y theory management participative.
3. Work organization: In X theory employees are done repetitive work. But in Y theory work done by the employees own wish.
4. Work: In X theory work is done by money. But in Y theory work done by the living standard.

5. Application: X theory is widely accepted as inferior to others. But Y theory are widely adopted by various valued organizations.

X theory is a management style and concept. In X theory, management is authoritarian and controlled. In Y theory, management facilitates participation.

Y theory is a management style and concept. In Y theory, management is participative and facilitates participation. In X theory, management is authoritarian and controlled. In Y theory, management is participative and facilitates participation. In X theory, management is authoritarian and controlled. In Y theory, management is participative and facilitates participation.