By understanding where management has been, we can evolve it and be better

Historical forces and management throries

* Political forces – influence of political and legal institutions
* Economic forces – availability, production,
* Technology - ai
* Social – aspects that influence relationships between people
* Environmental – covid

First 100 years of it being written down

* Classical perspective – started with Frederick taylor – addresses the question of how to increase productivity given a shortage of labour – focus on production staff
  + Scientific management
    - Time and motion studies underpinning four principles
    - Study task and work out bet method
    - Select workers with right abilities
    - Carefully train workers and give the proper incentives
    - And support workers through careful planning
  + Bureaucratic
    - Emphasises the need for organisation to operate in a rational manner rather than relying on the arbitrary whims of owners and managers
    - Max weber coined the term bureaucracy to apply rhe idea of large organisations operation on a ration basis
    - The term bureaucracy has taken on a negative meaning today and is associated with endless rules and red tapes
    - Clear division of labour
    - Well defined rules and procedures
    - Oersonal selection and career advancement based on merit
    - Administrative acrs and decisions are recorded
  + The problem was the demand out did the supply so had to increase efficiently
* Humansistic perspective – the viewpoint theough contibutors like mary follett and hugo Munsterberg started ti take into account – productivity increase if lighting would increase, but study showed opposite
  + Hawthorne effect – the possibility that individuals singled out dor a study may improve their performance
  + The key to productivity, at the point appeared to be demonstrating greater concern for workers
* Management science perspective – using mass statistics to help managers – turning raw data into useful information – data analysis
  + Had giant volume of data and not much useful
* Contempory/modern – this grew from recognising every change: social, political and economical forces – no one model or universally theory fits all organisations – people and situations are complex and variable, variations should be considered
  + Organisations start with inputs – people, materials, capital, information, technology
  + Turn the inputs into something – production, marketing, purchasing inventory, accounting
  + Outputs – goods and services, profits, employee growth
  + feedback from environment leads back to inputs – customers, community, govt
  + classical thoerists attempted to find one best way
  + 2 views – universal view, one fits all, contingency view – appropitate managerial action depends on situation