

Alexander R. Sohn

Professor Harpool

Principles of Management 3300

10 September 2021

First Assignment – Classic Management Authors: Fredrick Taylor

1. Frederik Taylor is considered the “Father” of Scientific Management and efficiency.

Some of the most significant contributions he had towards management theory included his book “The Principles of Scientific Management”, Taylorism, also known as the first form of Scientific Management, the Four Principles of Scientific Management that summarize Taylorism, and Taylor also introduced time study. Taylor first “introduced time study at the Midvale plant ... which also formed the basis of Taylor’s subsequent theories of management science (Britannica).” Time study involves timing how long it takes good workers to complete each part of their jobs, helping determine a more efficient method of working for a job. Taylor through the years performed many studies helping him develop what is now known as Scientific Management. He summarized his efficiency techniques in 1911, publishing “The Principles of Scientific Management.” The four principles included replacing rule-of-thumb work methods, scientifically selecting and training employees, providing detailed instruction and supervision for each worker, and dividing work equally among workers and managers.

2. In today’s business environment, there are many aspects of Taylors theories and work that are still prevalent to this day. For example, the increase in productivity among an organization is seen every day. Scientific Management focuses on improving and making

employees work more efficiently, increasing production capacity for companies. This can be seen in the creation of Ford's production line, or fast-food restaurants, or any production seen today, where tasks are expected to be completed as fast and complete as possible. Themes of Taylorism can still be seen today, especially in “industrial engineering and management (Lumen)”. Also, Taylor's views on workers and managers dividing work equally and cooperating with each other has developed into the teamwork principles we see today.

3. While there are parts of Taylor's management theory that can be seen today, most of his ideas that were relevant back then do not apply to the way our society views work today. For instance, Taylorism “promotes the idea that there is one right way ... it is at odds with current approaches (Mind Tools)” while nowadays a more individualistic decision making and responsibility approach is chosen. Also, Taylorism created a set way of how to do something, but in today's work environment, an approach of incorporating worker's experiences and ideas creates a best practice. Overall, Frederick Taylor's version of management theory worked for the time and helped influence some of the methodologies used today, but nowadays it is outdated and does not fit society's view on work.
4. If I were to do additional research on Frederick Taylor and his theories, I would want to do more research into the other books he wrote. While “The Principles of Scientific Management” is his most famous and influential book, I think reading some of his other books such as “Shop Management” and “Concrete Costs” would be interesting too. It would help provide more insight into his theories and how they were developed. I would also want to do a deeper dive into his principles because when researching Taylor, it appears that people consider there to be more than four principles.

Works Cited

“Frederick W. Taylor.” *Encyclopædia Britannica*, Encyclopædia Britannica, Inc.,

<https://www.britannica.com/biography/Frederick-W-Taylor>.

Learning, Lumen. “Introduction to Business [Deprecated].” *Lumen*,

<https://courses.lumenlearning.com/wmopen-introbusiness/chapter/management-theory-2/>

the Mind Tools Content Team By the Mind Tools Content Team, et al. “Frederick Taylor and

SCIENTIFIC MANAGEMENT: UNDERSTANDING Taylorism and Early Management

Theory.” *Taylorism and Scientific Management - from MindTools.com*,

https://www.mindtools.com/pages/article/newTMM_Taylor.htm