

**UNIVERSITY OF THE PEOPLE**

**BUS 5113. ORGANZATIONAL THEORY AND BEHAVIOR  
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**Written Assignment #1**

**THE FOUR CONCEPTS OF ORGANIZATIONAL THEORY**

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The four recognized ideas of Organizational Theories are F.W. Taylor's Science Leadership concept, Weber's Bureaucracy and Organizational Structure , Simon's Administrative Behavior and Fayol's Administrative Theory concept. The next section will try to describe each theory as well as identify the fundamental differences after defining the similarities in definition and approach. Going deeper into the specifics of each concept would allow us determine from both historical and managerial perspectives which concept was influential and how these concepts affected the development of the current organizational theories.

## **Analysis:**

### **F. W. Taylor's Scientific Management theory:**

In industrial engineering industries, scientific management is typically discovered, although today Scientific management is less common than it was in the past. According to Laegaard “Scientific management was based on an idea of systematization where attempts were made to enhance the efficiency of procedures to best effect via scientific analyses and experiments”. (Laegaard, 2006) In order to improve production and minimize resources, it attempts to use the same scientific method (including testing). This resulted in a situation where executives' organizational power could be diminished if their actions were proven to be scientifically inefficient and/or ineffective.

### **Fayol's Administrative theory:**

This theory was intended for departmentalization in which homogeneous groupings were grouped into one entity. Instead of a logical view, this involved a rationalist. Fayol was

influenced by Tylor's thoughts and implemented new management methods. Administrative theory was less focused on technical processes. Part of this Theory involved the use within the organizational structure of traditional top-down hierarchies, but with the innovation that continuing education is part of managerial responsibilities.

### **Weber's Bureaucracy and Organizational Structure:**

This theory is unique and is different from the past two theories also, “This theory Max Weber is described as the father of sociology, and he has made great efforts to elucidate conditions in Western civilization.” (Laegaard, 2006) The Bureaucratic system is based on legal and developed authority structures and is thus common in sectors such as the civil service. Weber highlighted the importance of inactive experts with appropriate technical skills in order to make the model effective.

### **Simon's Administrative Behavior:**

This is the fourth and is the most recent concept. It emerged as a result of a criticism of the scientific management of Taylor, in particular the lack of human psychology consideration and the over-emphasis of industrial optimization. By focusing more on the minds of employees and their importance, Simon built on Taylor's scientific management.

### **Most Influential of the Concepts From Both historical and Managerial Perspectives**

In my opinion, The most important and influential of the four concepts is Weber's Bureaucratic model. From both historical and political points of view, the notion of bureaucracy has become more highly centralized and widely adopted. It is being embraced throughout the European Union (EU) and North America. While it may be argued that from a

leadership point of view, bureaucracy was responsible for a decrease in effectiveness, bureaucracy is still the most rational and effective way to organize human society. One example of this is the bureaucratic management of health-care systems and medical care, where bureaucratic systems guarantee a higher standard of care for patients and clinical trials with all checks and balances through appropriate controls, pre-patient screening and post-trial tracking. I would therefore suggest that management in a bureaucracy should use a proof-based approach.

### **Impact of The Concepts On the Development of the Current Organizational Theories**

It is usually advised to use a variation of the strategies as there is no 'ideal' scheme and all the organizational theories developed were either a response to specific-era stimulus or geographic environments. For example, in the 1950s, a modern organizational theory arose, where scholars followed scholastic purpose in organizational theory, which eventually evolved into the theory of polyphonic organization. However, it can be argued that this organizational theory can lead to a breakdown in organizational communication and hierarchy. It is important to see briefly how each of the four main schools of thought on organizational theory has influenced modern organizational theory.

## Bibliography:

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