

A Call to Action for Management

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During the industrial revolution, businesses around the world were forced to adapt to new and better technology, changing economies, and the growing pains that these conditions brought. Previously, factory managers generally left workers on their own and hoped that production generated the required amount of product. The improvements in industrial technology resulted in lower prices and increased demand, and many businesses had to increase the size of their workforce in order to survive. These conditions necessitated a new look at the way companies managed their workers. *The Principles of Scientific Management*, written by Frederick Taylor in 1909, was one of several key texts proposing new methods of management.

Taylor felt that the goal of management was to create a system that could maximize benefits and the prosperity of both the business and the individual workers. This was in opposition to the common notion that the interests of management and workers were mutually exclusive. Taylor's work was based on actual studies of how work was performed and aimed to increase productivity through optimization and simplification of jobs. Taylor proposed four principles that served as a call to action against the established management methods and pointed toward a more collaborative and coordinated system.

As one might expect, analysis of overall word frequency in *The Principles of Scientific Management* shows a high occurrence of the terms "science," "scientific," "experiments," and "knowledge." However, considering the fact that this text was intended as a call to action and designed to bring about change in the way businesses managed their workers, this analysis took the approach of focusing on Taylor's use of verbs. As shown in the figure below, there are high frequencies of verbs related to the interaction between entities. The verbs "cooperate," "persuade," "convince," and "sympathize" far outweigh Taylor's use of more directive terms like "exert," "make," and "force." This seems to confirm Taylor's desire to shift from previous managerial styles toward a more collaborative approach where all involved work together toward a common objective.

Word Cloud of Verb Use in *The Principles of Scientific Management*

