Homework1

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In the late 19th and early 20th centuries, after the Industrial Revolution, a mass production system was introduced in the West and large-scale factories were in operation. In addition, with the rapid expansion of large-scale factories, mergers among companies were being made by localism, and only a small number of companies were entering the monopoly system where only a small number of companies survived. And Taylor's home country, the United States, is a country where the tradition of craftsmanship (fordge, tailor's shop, bakery, etc.) is relatively weaker than that of Europe. Therefore, it was a society where the division of work was easily divided, the placement of workers according to their abilities, the strong response to the workers' work sabotage, and large-scale immigration of workers from rural areas were taking place.

In this atmosphere, Taylor came to pay attention to the problem of management as he faced his experience the practice of 'soldering' at the foundry 'bethlehem steel', which had become common in the steel and machinery industries. 'soldiering' means limiting yield by working moderately, unlike 'sabotage'. This was possible because actual authority over the production process was given to skilled workers.

Taylor thought a scientific system was essential to improve this practice. So, he came up with a technique to scientifically analyze and systematically manage the production process for the first time in history. He wrote <Principles of Scientific Management>, systematizing his views on working organizations in the production process learned from experience. He proposed a ‘time and motion study’ and divided the tasks into simple manipulations that were accurately time-assigned and organized. And based on the results, he argued to standardize the work, movements, actions, tools, and tools of workers.

Tailorism is the management of the labour process in the way Taylor invented it. Tailorism consists of three principles:

First, separate and eliminate skilled skills from workers. It separates workers from the skills, traditions, and knowledge that they themselves are familiar with, and ensures that they follow only the instructions given from the managers perfectly.

Second, separate 'planning concept' from 'execution'. To remove the functions of a plan or plan from the workers and concentrate on the management. In other words, managers are only responsible for 'imagination' and workers are only responsible for 'execution' of their work.

Third, control the worker's mode of conduct based on the monopoly power of knowledge. The department in charge of the conceptual function monopolizes the knowledge of the task, and the workers perform the simple tasks instructed by the rules and regulations while thoroughly controlling all actions. A worker who became a "human machine" only needs to empty his head and faithfully change the management's instructions.

In short, tailoring precisely measures 'intelligent labour' and 'manual labour'. After the analysis, it was a systematic management theory and practice aimed at 'simplifying the process of work' by separating the two. Taylor's attempt spread widely to the basic principle of management management, the principle of the work organization he invented.

However, it was criticized for only emphasizing the logic of efficiency due to financial inducement, not only the human side of the system, but also the technical theory of a work environment that lacked the integrity of management.

Podism, on the other hand, noted how products should be sold. He founded Ford Motor Company and began producing the world's first Hyangsan public car T-type Ford.

In addition, Ford Motor Company established a vehicle manufacturing method by assembly line method conceived in the livestock industry in 1913, and introduced a rational management method in numerous other technological foundations and plans, organizations and management.

Ford's industrial philosophy was to expand sales volume by lowering product prices, reorganize the working organization to increase production efficiency, and further lower prices by increasing production. He paid workers at Ford Motor Company the highest wage in the industry at the time, reflecting the huge profits earned through this method on workers' wages. High-income workers at Ford Motor Company emerged as consumers who could buy cars made by their companies, opening an era of mass consumption.

Thus, in sociology, Fordism was used to identify 'expand manufacturing production technology based on assembly production using conveyor belts' as 'cultural phenomena or vital forms such as values, customs, customs, customs, daily life, etc.' or to refer to 'mass production of standardized products, accumulation system of mass consumption'.

In other words, the production process of Podism introduced the 'principle of the work composition of pedigreeism' and 'consistent assembly process by conveyor belt' to mass-produce standardized products by dramatically improving productivity. And the combination of the harmony of mass production and mass consumption through the distribution of profits from productivity improvement generated by that mode of production, the realization of 'economy of scale' and the readjustment of aggregate demand management policies and consumer credit was made.

But labor organizations and discipline, which form the technological basis of Fordism, eventually face strong resistance from workers, and productivity begins to stagnate. In addition, the so-called "collective consumption" of medical services and education, which must be provided for workers' comfortable lives, was fundamentally impossible to standardize mass production, which led to a sharp increase in production costs and limited ability to cover them solely by the government's financial burden.

Moreover, once the basic needs were met, the public consumption pattern began to shift toward diversity. In other words, it became necessary to produce a variety of small quantities rather than the Fordist method of mass production of a single variety (small variety).

<reference> : <http://m.blog.daum.net/gurby/10526017> , https://www.youtube.com/watch?v=-KC6vAPGXUA