**PARADIGMS IN MANAGEMENT THOUGHT**

**Course Code: 18MB4051 L-T-P : 3-0-0 CREDITS : 3**

**Course Outcomes:** Upon successful completion of the course, a student will be able to:

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| S.No | Course Outcome | PO |
| 1 | Understand the basic management concepts along with an insight into levels of management. | 9 |
| 2 | Understand the key contributions of classical approach to Management | 12 |
| 3 | Understand and apply Quantitative methods to improve Management performance. | 9 |
| 4 | Understand the key contributions of Behavioural and contemporary approaches to Management. | 9,12 |

**SYLLABUS:**

**Management Introduction** - Early management thought - Management Concept – Nature - Management as art, science, profession - Scope and functions of Management - Levels of Management - Importance of management. **Classical Approach to Management: (a) Scientific Management-** The advent of Scientific Management – Frederick W Taylor’s contributions, - Contribution by Henry L Gantt - Contribution by Frank, Lillian Gilberth.

**General Administrative Approach**: Henry Fayol’s contributions towards general management – Max Weber’s Bureaucracy Approach. **Quantitative Approach:** Important contributions – TQM – implications in today’s management – Six sigma.

**Behavioral Approach**: Organizational Behaviour – Contributions of Elton Mayo’s – .Hawthorne studies – contributions of Mary Parker Follett – Chester Bernard.

**Contemporary Approach:** Systems Theory – Contingency Theory – Chao’s Theory -Peter F Drucker Contributions – C K Prahlad’s Contribution – Porter’s theory – Worker Management – Employee Engagement – People Capability Maturity Model.

**Recommended Text Book(s):**

1. Management by Stephen P Robbins, Mary Coulter, Neeharika Vohra – Pearson – 10th edition

**Reference Books:**

1. Management by Stoner, Freeman, Gilbert – PHI – 7th edition.
2. Management A Global & Entrepreneurial Perspective – Weihrich, Cannice, Koontz – Mc Graw Hill – 13th Edition.
3. The evolution of management thought by Daniel A Wren, Arther G Bedeian : john wiley& sons