

Definition of Scientific Management -

Management consists of knowing what you (i.e. Scientific Management) want men to do exactly & seeing it that they do it in the best & the cheapest manner.

Principles of scientific management.

01. Science, not rule of thumb
02. Harmony, not discord
03. Mental Revolution
04. Cooperation not individualism
05. Division of Responsibility
06. Development of Employer and employees for greater efficiency and maximum prosperity.

01. Science, not rule of thumb -

Taylor insisted upon scientific method for every small work. This principle is concerned with selecting the best way of performing a job after scientific analysis of the job & not by the trial and error method. Standard requirement of time & standard output is to be determined by the manager. This will help save time and human energy and will result into expected standard output.

Scientific Selection, Training & Development of Workers:

According to this principle the manager should use the scientific method to select employees and the procedure should be perfect and systematic. For this purpose the following points should be considered.

01. Selection should not be based on one person's judgement.
02. The physical, mental, technical or other qualities required for job should be clearly defined.
03. The employee should be selected on the basis of test and interviews.
04. The employee should be properly trained time to time.

Co-operation betⁿ managers and employee

To achieve a certain objective co-operation between manager and employee is important. Co-operation between them should be harmonious.

Following points in this regard -

01. In the organization the emphasis should be given to co-operation between the management and workers and not to individualism.
02. The goal can be achieved effectively only by co-operation.
03. The interest of the management and the workers should be one and the same. They should be harmonious.

Division of Responsibility -

While dividing the work there should be the division of responsibility between managers and employees. These principle helps employees to perform their best.

Following points in this regards -

- 01. The nature and roles played by the different level of managers and employees should determine properly.
- 02. The manager should be given the responsibility of planning whereas the workers or employees should concentrate on the execution.

Mental Revolution

This principle focuses on the complete change in attitude of the management and employees as regards their relations are concerned. For this change the following points should be taken into account.

- 01. The manager should create a suitable working condition for the employees.
- 02. All the problems should be solved scientifically.
- 03. The employee should perform their job carefully and with devotion.
- 04. The employee should use resources carefully. They should not waste resources.

If there is change in attitude of management and employees it will help organization to achieve their goals, increase the production, creating discipline in the organization.

Maximum prosperity for employer and employees.

The aim of scientific management is to give maximum prosperity to the employer and employee. However, it is possible with the help of following points.

01. Each employee should be given proper opportunity to attain his higher efficiency.
02. The employees should be given maximum output.
03. There should be the optimum utilization of resources.