

Q: No: 05

Compare and Contrast Scientific Management theory with Human relations Approach. Which theory is more relevant in today's organization =

Outline:

01) Introduction

02) Scientific Management Theory: ~ FW Taylor

a) Overview of Theory

b) Reason of giving this theory: ~ Problems in workers

i) Redundancy of Tasks

ii) Laziness or fatigue of workers due to repeated tasks or work

c) Solutions Taylor proposed:

i) Scientific Method:

→ Definition

→ ~~Methods~~

→ Principles of Scientific Management

→ ~~One best way Job~~ → Approaches of Scientific Method

→ Job design

→ Process design

→ Piece-work-incentives.

03) Human Relations Approach: ~ Elton Mayo and Herbert Simon

a) Overview

b) Hawthorn Experiment of Elton Mayo

c) Principles of HR Approach

04) Difference between Scientific Management and HR Approach:

a) Task centred (vs) Human centered

b) productivity increase (vs) need of workers prioritize

c) Scientific Methods (vs) workers easiness

d) manager supervision (vs) informal relations with managers.

e) Discipline and strict rules (vs) better communication of managers with workers.

f) financial incentives to motivate workers (vs)

financial as well as socio-psycho factors or incentives to motivate workers.

g)

Relevancy theory

05) Relevant theory in today's world organization :

In today's world organization, the nature of work is changed from traditional approaches to competent and contemporary approaches. The institutions and organizations are struggling to satisfy workers for better work productivity and to increase their performance. ~~Scientific~~ On one hand, scientific management theory emphasizes on work productivity and performance and assumed workers as machines, On other hand, human relation approach is emphasized on satisfying workers need to increase work performance, their focus is workers not work. Hence, according to the current working environment, workers demand :

- a) Job satisfaction
- b) Job security
- c) Satisfaction of social life
- d) Informal relations within organization.

All aforementioned things can be achieved by Human Relation approach. ~~This~~ This approach is more relevant to today's working organizations due to the increasing competition among institutions and organizations. By using methods of scientific management and Human Relations approach, can satisfy workers.)^x

06) Conclusion .