

# MANAGEMENT THEORY

DECODED

Humans aren't the easiest assets to manage.  
Unlike machines they can have a whole list of inefficient characteristics.  
So what's the most effective way to deal with these thinking, feeling, resources?

These are six of  
the most  
popular theories.



## #1 - Scientific Theory by Frederick W. Taylor

**Definition:** Simplify tasks, divide work equally, and use monetary incentives.<sup>1</sup>

**Translation:** Humans are fat rats who will perform for cheese.



## #2 - Administrative Theory by Henri Fayol

**Definition:** Upper management commands and controls.<sup>2</sup>

**Translation:** Improve upper management and employees will follow.



## #3 - Bureaucratic Theory by Max Weber

**Definition:** A hierarchical structure adhering to strict rules.<sup>3</sup>

**Translation:** Employees are the last of Shrek's Broomhilda.



## #4 - Human Relations Theory by Elton Mayo

**Definition:** The formation of social interactions within an organization.<sup>4</sup>

**Translation:** Anger intimidated employees by forming groups for every task.



## #5 - Systems Theory by Ludwig Von Bertalanffy

**Definition:** Systems with coordination between every department.<sup>5</sup>

**Translation:** Departments who play together, stay together.



## #6 - X & Y Theory by Douglas McGregor

**Definition:** The lazy (X) are controlled and the motivated (Y) are rewarded.<sup>6</sup>

**Translation:** A pseudo scientific justification for corruption.



<sup>1</sup> Early engineering contributions (1875-1915) to the development of modern management theory.  
<sup>2</sup> Henri Fayol's contributions to management theory (1841-1905) are foundational to modern management theory.  
<sup>3</sup> Max Weber's contributions to management theory (1864-1920) are foundational to modern management theory.  
<sup>4</sup> Elton Mayo's contributions to management theory (1879-1949) are foundational to modern management theory.  
<sup>5</sup> Ludwig Von Bertalanffy's contributions to management theory (1901-1972) are foundational to modern management theory.  
<sup>6</sup> Douglas McGregor's contributions to management theory (1906-1962) are foundational to modern management theory.

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# Management Theory

**Jim McGrath, Bob Bates**



## **Management Theory:**

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Mowday Ikujiro Nonaka Greg R Oldham Jeffrey Pfeffer Lyman W Porter Denise M Rousseau W Richard Scott Ken G Smith Barry M Staw Richard M Steers Victor H Vroom Karl E Weick Oliver E Williamson Sidney G Winter and Lynn Zucker *The Dark Side of Management* Gerard Hanlon, 2015-07-24 What isn't management and why doesn't it matter This compelling book leads the reader away from the stories told by managers and management theories to show the secret history of the field In characterizing the progress of management as a war on workers this book offers a controversial and revealing alternative intellectual history of this overwhelming discipline The author employs a unique range of theories and sources including the founding fathers of management US labour and social history and earlier intellectual figures such as Marx and Weber alongside the contemporary insights of Foucault and European and American workerist and post workerist thought to shed light on the world of management This book is key reading for researchers and students across the social sciences With a controversial and stimulating approach it also engages readers with a general interest in business and management issues Are managers neoliberalism's executioners Read more from this author here **Management** Leslie W. Rue, Lloyd L. Byars, 1989 Mid-Range Management Theory Ron Sanchez, Aimé Heene, Seçkin Polat, Umut Asan, 2017-12-13 This volume presents an epistemological argument for the essential function of mid range theory in advancing management concepts that can be usefully applied by managers Authors analyse two examples modularity and dynamic capabilities *Encyclopedia of Management Theory* Eric H. Kessler, 2013-03-28 In discussing a management topic scholars educators practitioners and the media often toss out the name of a theorist Taylor Simon Weber or make a sideways reference to a particular theory bureaucracy total quality management groupthink and move on as if assuming their audience possesses the necessary background to appreciate and integrate the reference This is often far from the case Individuals are frequently forced to seek out a hodgepodge of sources varying in quality and presentation to provide an overview of a particular idea This work is designed to serve as a core reference for anyone interested in the essentials of contemporary management theory Drawing together a team of international scholars it examines the global landscape of the key theories and the theorists behind them presenting them in the context needed to understand their strengths and weaknesses to thoughtfully apply them In addition to interpretations of long established theories it also offers essays on cutting edge research as one might find in a handbook And like an unabridged dictionary it provides concise to the point definitions of key concepts ideas schools and figures Features and Benefits Two volumes containing over 280 signed entries provide users with the most authoritative and thorough reference resources available on management theory both in terms of breadth and depth of coverage Standardized presentation format organized into categories based on validity and importance structures entries so that readers can assess the fundamentals evolution and impact of theories To ease navigation between and among related entries a Reader's Guide groups entries thematically and each entry is followed by Cross References In the electronic version the Reader's Guide combines with the Cross References and a detailed Index to provide robust search and browse capabilities An appendix with

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**Management** Richard M. Hodgetts, 1979

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