

# MANAGEMENT AND IDEOLOGY

The Legacy of the International  
Scientific Management Movement

JUDITH A. MERKLE

# Management And Ideology The Legacy Of The International Scientific Management Movement

**Anne Loft**



## **Management And Ideology The Legacy Of The International Scientific Management Movement:**

**Management and Ideology** Judith A. Merkle, Judith Merkle Riley, 1980-01-01 *Management and Ideology* Judith A. Merkle, 2023-11-10 From its obscure beginning as a system for organizing machine shops Scientific Management has grown into the major technocratic ideology of the twentieth century Its development and international diffusion have influenced industrial productivity the social fabric of industrial society and even the nature of government In this study of the movement's growth Merkle compares the writings of the American German French British and Soviet vanguards of Scientific Management and finds that those who advocated efficiency engineering were considerably more than pragmatists seeking immediate technical solutions to production problems Rather they were visionaries who sought to reconcile class conflict restructure government and create a universal technocratic utopia by achieving efficient mass production and rationalized distribution The call for a mental revolution which permeates their writings found sympathizers among capitalists and socialists alike that revolution affected not only the structure of modern industrialism but also the organization of the state itself This title is part of UC Press's Voices Revived program which commemorates University of California Press's mission to seek out and cultivate the brightest minds and give them voice reach and impact Drawing on a backlist dating to 1893 Voices Revived makes high quality peer reviewed scholarship accessible once again using print on demand technology This title was originally published in 1980 *F. W. Taylor* John Cunningham Wood, Michael C. Wood, 2002 Following the volumes on Henri Fayol this next mini set in the series focuses on F W Taylor the initiator of scientific management Taylor set out to transform what had previously been a crude art form into a firm body of knowledge **The Oxford Handbook of Management Consulting** Matthias Kipping, Timothy Clark, 2012-03-29 Management consultants of various kinds play an important role in the world of business and other organizations This Handbook provides a comprehensive overview of research and thinking on the role history and function of management consultants **The Red Taylorist** Diana Kelly, 2020-06-15 This biography traces the adult life works and relationships of the Taylorist Walter Polakov focusing on his socialist scientific management his ideals and dreams and how these were constrained by conventionality in the USA in the first half of the twentieth century

**Global Encyclopedia of Public Administration, Public Policy, and Governance** Ali Farazmand, 2023-04-05 This global encyclopedic work serves as a comprehensive collection of global scholarship regarding the vast fields of public administration public policy governance and management Written and edited by leading international scholars and practitioners this exhaustive resource covers all areas of the above fields and their numerous subfields of study In keeping with the multidisciplinary spirit of these fields and subfields the entries make use of various theoretical empirical analytical practical and methodological bases of knowledge Expanded and updated the second edition includes over a thousand of new entries representing the most current research in public administration public policy governance nonprofit and nongovernmental organizations and management covering such important sub areas as 1 organization theory behavior

change and development 2 administrative theory and practice 3 Bureaucracy 4 public budgeting and financial management 5 public economy and public management 6 public personnel administration and labor management relations 7 crisis and emergency management 8 institutional theory and public administration 9 law and regulations 10 ethics and accountability 11 public governance and private governance 12 Nonprofit management and nongovernmental organizations 13 Social health and environmental policy areas 14 pandemic and crisis management 15 administrative and governance reforms 16 comparative public administration and governance 17 globalization and international issues 18 performance management 19 geographical areas of the world with country focused entries like Japan China Latin America Europe Asia Africa the Middle East Russia and Eastern Europe North America and 20 a lot more Relevant to professionals experts scholars general readers researchers policy makers and manger and students worldwide this work will serve as the most viable global reference source for those looking for an introduction and advance knowledge to the field      **Architectures of Bureaucracy** Jens van de Maele,2025-01-27 This monograph examines the interrelationship between politics and modernist architecture in interwar Belgium focusing on political architectural and administrative elites as propagators of new ideas of governance While Belgium was strongly influenced by neighbouring France and Germany it also developed its own avant garde approaches to socio political problems In the second half of the 1930s the country was the scene of a remarkable political and architectural experiment involving an ambitious plan for the large scale construction of modernist government office buildings These buildings were seen as essential to the development of a technocratic model of governance aimed at strengthening the role of the executive and minimising the influence of parliament More specifically the efficient new office architecture was supposed to create a new type of perfect civil servant whose loyalties would no longer lie with political parties but with scientists and management experts Such experts and scientists constituted a rising elite of homines novi with strong though often veiled political ambitions As such this book contributes to our understanding of political culture in the age of extremes

*Industrial Efficiency and State Intervention* Dr Nick Tiratsoo,Nick Tiratsoo,Jim Tomlinson,2005-09-30 Nick Tiratsoo and Jim Tomlinson describe and assess the Labour Party s development of a policy of improving industrial efficiency They concentrate on the debates and initiatives of the wartime period and subsequent implementation of policy under Attlee The book modifies existing historiography in two ways it shows that the Labour Party of 1945 51 was concerned mainly with industrial modernization not with creating the Welfare State and it tackles the consequently necessary re evaluation of wider theories about Britain s economic decline      **The Americanisation of European Business** Matthias Kipping,Ove Bjarnar,2002-09-11 This book examines the mechanisms and channels through which American managerial know how and US management models were transferred to Europe after 1945 as well as the actual influence on European industries companies and regions in the 1950s and 1960s It explores the role of the European Productivity Agency business leaders US multinationals regional networks and institutions as well as the actual transfer process and potential political cultural and

institutional barriers The final section contains the cases of three European companies which adopted American Management methods to a considerable extent during the 1950s and 1960s

**Industrial Harmony in Modern Japan** W. Dean Kinzley, 2018-10-26 Economic success in Japan has been attributed to the existence of harmonious labour management relations This book first published in 1991 argues that this unique culture of harmony was consciously invented and developed over the last century A semi bureaucratic organization called the Kyocho kai was established in 1919 to meet the needs of an emerging industrial society It took the lead in trying to define the values which would be suitable for a new Japanese style industrial culture The resulting invented tradition has played an important role in the evolution and character of Japanese economic values and behaviour

*Digital Organizing* Ursula Plesner, Emil Husted, 2019-11-14 This important new textbook offers a lively and topical discussion of how digital technologies impact various aspects of organizations such as structure knowledge collaboration communication identity legitimacy and power Taking a critical and nuanced approach this engaging textbook introduces readers to central themes in organization studies and reflects on how changes brought about by digitalization have important implications for private public and voluntary organizations and on practical disciplines such as strategy management innovation and entrepreneurship Contemporary case studies drawn from a wide range of international organizations demonstrate the real world relationship between digital technologies and organizing This is an essential textbook for final year undergraduates postgraduates and MBA students taking a module in technology and organization It is also suitable for any student of organizational studies wanting to understand more about the role that the digital plays in contemporary organizing

**Global Perspectives on Green HRM** Olatunji David Adekoya, Chima Mordi, Hakeem Adeniyi Ajonbadi, 2023-08-28 Environmental sustainability has become increasingly important because of irreversible climate change widespread environmental pollution and dwindling resource availability over time Organisations have recently come under more pressure due to increasing economic political and societal concerns to address environmental issues and improve their environmental performance Recently green human resource management Green HRM among other sustainable environmental strategies adopted by organisations has gained popularity yet little has been published on green HRM practices across the globe This book develops our understanding and practice of green HRM across the globe highlighting practices across different countries on different continents with a particular focus on the Global South The authors draw on various types of research conceptual theoretical and empirical and incorporate contextual issues such as technology politics culture and economics to supplement the readers insights into the current state of green HRM practices across the globe By highlighting theoretical underpinnings and emphasising the practical relevance of green HRM practices this book offers an insightful guide for scholars and students of HRM as well as HR professionals looking for an academic insight to this vitally important area

**Work and Authority in Industry** Reinhard Bendix, 1963 The wealth of new materials the comparative framework the implications for the East West struggle for power the very great lucidity with

which Bendix writes about complex materials and not least the detached highly scholarly attitude he brings to his work combine to make this into a sociological research of the first rank American Sociological Review The book is truly global in its approach It seeks to explain the rationalizations and justifications used in the subordination of employees in work organizations not only in the United States but also in England Russia and East Germany Industrial and Labor Relations Review Work and Authority in Industry analyzes how the entrepreneurial class responded to the challenge of creating and later managing an industrial work force in widely differing types of industrial societies the United States England and Russia Bendix s penetrating re examination of an aspect of economic history largely taken for granted was first published in 1965 It has become a classic His central notion that the behavior of the capitalist class may be more important than the behavior of the working class in determining the course of events is now widely accepted The book explores industrialization management and ideological appeals entrepreneurial ideologies in England s early phase of industrialization entrepreneurial ideologies in eighteenth and nineteenth century Russia the bureaucratization of economic enterprises and the American experience with industrialization This essential text will interest those in the fields of political science industrial relations management studies as well as comparative sociologists and historians Reinhard Bendix 1916 1991 was professor of sociology and political science at the University of California at Berkeley from 1947 to 1987 His books include Nation Building and Citizenship Embattled Reason Unsettled Affinities From Berlin to Berkeley all from Transaction Max Weber An Intellectual Portrait and Kings or People Mauro F Guilln is on the faculty at the Wharton School of the University of Pennsylvania and a member of the Institute for Advanced Study Princeton He has published three books The AIDS Disaster Models of Management and Diversity in Globalization *Routledge Library Editions: Business and Economics in Asia* Various, 2021-07-14 This set examines a vast range of topics covering all experiences of business and economics from across Asia Dealing with early banking systems in China the industrialisation of Korea and Taiwan the evolution of Japanese business practices economic development protectionist policies industrial investment trade tourism and a host of other topics the books collected here form a vital reference resource across a wide subject area **Understanding Accounting in its Social and Historical Context** Anne Loft, 2020-09-04 Underlying this book first published in 1988 is the belief that it is insightful to examine accounting not as merely a technical process nor as a technical process with social and political consequences but as an activity which is both social and political in itself One way of illuminating the social nature of accounting is through studying its cultural variations for although accounting is a feature of modern industrial society the extent of its use varies across cultures This book examines the history of accounting and explores the complicated relationship between accounting and society **Behemoth: A History of the Factory and the Making of the Modern World** Joshua B. Freeman, 2018-02-27 Freeman s rich and ambitious Behemoth depicts a world in retreat that still looms large in the national imagination More than an economic history or a chronicle of architectural feats and labor movements

Jennifer Szalai New York Times In an accessible and timely work of scholarship celebrated historian Joshua B Freeman tells the story of the factory and examines how it has reflected both our dreams and our nightmares of industrialization and social change He whisks readers from the early textile mills that powered the Industrial Revolution to the factory towns of New England to today's behemoths making sneakers toys and cellphones in China and Vietnam Behemoth offers a piercing perspective on how factories have shaped our societies and the challenges we face now *The Cambridge International Handbook of Lean Production* Thomas Janoski, Darina Lepadatu, 2021-03-11 This handbook focuses on two sides of the lean production debate that rarely interact On the one hand management and industrial engineering scholars have presented a positive view of lean production as the epitome of efficiency and quality On the other hand sociology industrial relations and labor relations scholars focus on work speedups management by stress trade union positions and self exploitation in lean teams The editors of this volume understand the merits of both views and present them accordingly bridging the gaps among five disciplines and presenting the best of each perspective Chapters by internationally acclaimed authors examine the positive negative and neutral possible effects of lean providing a global view of lean production while adjusting lean to the cultural and political contexts of different nation states As the first multi lens view of lean production from academic and consultant perspectives this volume charts a way forward in the world of work and management in our global economy

*Contemporary HRM Issues in the 21st Century* Peter Holland, 2019-09-30 This book explores the contemporary issues that have emerged or evolved in Human Resource Management HRM during the 21st century such as social media issues of climate change and artificial intelligence AI and provides insight from expert academics in the field alongside real world examples *Praxis for the Poor* Sanford F. Schram, 2002-01-01 Praxis for the Poor puts the relationship of politics to scholarship front and center through an examination of the work of Frances Fox Piven and Richard Cloward Piven and Cloward proved that social science could inform social policy politics in ways that helped energize a movement Praxis for the Poor offers a critical reflection on their work and builds upon it demonstrating how a more politically engaged scholarship can contribute to the struggle for social justice Necessary reading for political scientists sociologists social workers social welfare activists policy makers and anyone concerned with the plight of the poor and oppressed Praxis for the Poor shows how social science can play a role in building a better future for social welfare *The Human Motor* Anson Rabinbach, 1992-01-08 Masterfully integrating Europe wide debates in science philosophy technology economics and social policy Rabinbach has provided us with a profoundly original understanding of the productivist obsessions from which we are still painfully freeing ourselves A splendid example of the mutual enrichment of intellectual and social history It goes well beyond its central concern with the science of work to illuminate everything it discusses from Marxism to the social uses of photography from cultural decadence to the impact of the First World War Martin Jay University of California Berkeley

## Whispering the Strategies of Language: An Psychological Quest through **Management And Ideology The Legacy Of The International Scientific Management Movement**

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