UNIT 5 HUMAN RELATIONS APPROACH*

Structure

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5.0 OBJECTIVES

After reading this Unit, you should be able to:

- Discuss the nature of open and closed systems;
- Describe the experiments conducted by Elton Mayo;
- · Bring out the significance of Hawthorne studies; and
- Analyse the achievements and failings of Human Relations Approach.

5.1 INTRODUCTION

The term Organisation—be it government, private, non-governmental, community—based, has different connotations. Its definition varies according to the context and perspective. Chester I. Barnard defines organisation as "a system of consciously coordinated personal activities or forces of two or more persons". An organisation is basically a structure with people working across various levels. Its framework varies depending on the form, the type of interactions the organisation has with the people, and basis of division of functions. Based on these parameters, the theorists have developed models, which are categorised as closed and open.

The closed model of organisation also termed as bureaucratic, hierarchical and formal is said to exist in a routine and stable environment. A closed model is represented by the tenets of scientific management. It has certain distinct features:

- This model of organisation is based on the principle of hierarchy.
- Specialisation of tasks based on division of labour is the core of the closed model of organisation.

Contributed by Prof. Uma Medury, Faculty of Public Administration, SOSS, IGNOU, New Delhi.

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