

Classical Management Theories

Scientific theory was published by Frederick Winslow in 1911. The theory suggests that problems faced at places of work can be scientifically solved through improving management methods and that work productivity can be increased by optimizing the modes of work delivery (Stemple, Roy and Klaben, 2018). According to the theory, it is the responsibility of managers to apply scientific methods to analyse some of the most efficient production processes and apply the superior findings in their Organisation's current processes to achieve economic efficiency. This can be achieved by encouraging employees to use science-based methods to execute tasks rather than applying their own 'rule of thumb'. Also, tasks should be assigned to employees depending on their aptitudes rather than randomly. To attain peak efficiencies, there should be effective coordination between managers and employees, and employees should be trained to enhance their performance and ease of working.

Administrative theory principles were developed by Henry Fayol, who lived through (1841-1925), and contributed to by other theorists as time progressed. Some of the principles of administrative theory as proposed by Henry Fayol state that; work output can be increased by training employees to sharpen their skills and enhance their efficiency (Simon, 2013). Managers must demonstrate some authority through giving orders but they must exercise it with some sense of responsibility. Irrespective of the methods used to maintain high levels of discipline, it must be upheld in organisations. Employees are supposed to have one direct supervisor and that teams with shared objectives should work under the directions of one manager to ensure clear and effective coordination. There should be equity within organisations where managers are expected to treat staff fairly with kindness while maintaining discipline as necessary.

Bureaucratic theory which was developed by Max Weber was focused on privately controlled industry that is operated to earn profits. In his studies, Max Weber observed that there are levels of authority within an organisation and each level controls the one below it and it is controlled by the level above it (Meyer, 2013). Each position is defined by the authority and responsibilities bestowed on it. Tasks are highly defined and assigned to employees depending on their specialisation. Employees are expected to perform certain tasks on a routine basis thus mastering their areas of specialisation. During hiring, employees are selected on the basis of competence, experience and academic qualifications thereby alienating instances of nepotism. Bureaucratic theory further suggests that management of bureaucratic organisations are separate from ownership and managers

Service Industries A Wep Study

M Carnoy



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