

Editorial on Scientific Management

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EDITORIAL

The main goals of Scientific Management are to promote and improve the standard of management, as well as the effectiveness and quality of worker performance. Such advancements are expected to result in a revolution in management and worker performance. Scientific Management is, at its core, an attitude and a philosophy that rejects the traditional hit-or-miss and rule-of-thumb approach to managing projects and employees. It is the application of scientific inquiry methods to the solution of industrial management problems.

Taylor described Scientific Management as "the art of knowing exactly what you want men to do and then ensuring that they do it in the best and cheapest way possible". According to him, management is a science based on well-defined rules and principles that apply to all aspects of human activity. The goal of management should be to maximize wealth for both the employer and the employee by developing each man to his maximum efficiency. Production and productivity can be improved by reducing waste and inefficiency, and management should take a scientific approach to managerial issues to do so. In other words, Scientific Management can be thought of as a collection of scientific principles.

According to it, if the managers assign a standard task to the workers in a plant, they will increase their productivity. Scientific investigations, study, and experimentation are required to establish the standard task. The managers will examine each job's operation to remove inefficient body movements and determine the best way to complete the task. The managers will also take steps to train the workers, standardize the tools and equipment, and improve the work environment to ensure that the standard task is completed using the suggested methods.

It will also systematize the process of hiring and placing employees in order to reduce waste and inefficiency caused by misfits in the workplace. The presence of perfect cordiality between employees and managers is required for this programme of action leading to scientific management. It will lose its meaning if there is no mutual understanding and good faith.

The primary contents of Scientific Management are the adoption of scientific principles for maximizing production, avoiding conflicts or disagreements, and establishing unity of relationship between workers and managers in place of the "rule-of-thumb" method or quack system of production.

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