

Developmental History of Industrial Management

Application of Management theories & concepts are now all pervasive and all encompassing. With Best engineering skills and knowledge, professional cannot just sustain since any operational issues require application of management techniques. Any engineer by profession is also a manager, as engineers also qualify in the classical test of managerial roles, interpersonal roles, and informational roles and decisional role.

Also, a successful management of organizational behavior largely depends on the management practices prevailing in an organization. Understanding the basics of management, therefore, precedes understanding the organizational behavior.

Industrial Management:

Industrial management, as a branch of engineering facilitates creation of management systems and integrates the same with people and their activities to productively utilize the resources.

The subject emphasizes studying the performance of machines and so also the people.

Industrial management, therefore, in the structured approach to manage the operational activities of an organization.

Process of Development of Industrial Management:

Tracing history, before industrial revolution the production was done on a very small scale and only some people and mostly family members were involved in the production process hence management as a significant human activity did not get recognize then. The advanced technology increased the production level, the market coverage and people involved in the production process.

The need for more organized production activity in the form of factory – centered production system had emerged. Management then became an inevitable taste to bring co-ordination b/w the individual efforts in groups.

Several management thoughts have evolved over the time. Important dimension are discussed herewith:--

S. No.	Orientation	Pioneered by	Definition concerned with
1.	Productivity orientation	F.W. Taylor & J. F. Mee	Increased Productivity
2.	Human Relations Orientation	L. A. Applay & H. Knortz	Emphasis on people
3	Decision making Orientation	Ross Moore & Stanley Vance	Decision making as primary management function
4.	Leadership Orientation	Donald J. Clough & Ralph C.	Leadership is the essence of Management
5.	Process Orientation	Dalton, & McFarland	Management as process

Development of Management

The study of development of management can be put under three distinct phases as follows:

1. Classical School of Thought		
F.W. Taylor	Development of Scientific Management	(1856- 1915)
F. B. Gilberth	Time & Motion Studies	(1868- 1924)
Henry L. Gantt	The Gantt Chart	(1861- 1919)
Administrative Theory		
H. Fayol	General Theory of Management	
Max Weber	Rules	
2. Neo- Classical Thought		
Mark Parker Follet	Group Influences	(1868-1933)
Elton Mayo	Effect of human motivation on productivity & output	(1880- 1949)
A. Maslow	Relates human motivation to hierarchy of needs	
Douglas Mc Gregor	Puts emphasis on human characteristics Theory X & theory Y and the corresponding style of leadership	(1906- 1964)
Chris Argyris	Human & Organizational Development	
3. Modern Approaches		
Quantitative School of thought		
System Theory Approach		
The Contingency Theory		