

DEPARTMENT OF BBA

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Scientific Management

Scientific management may be regarded as a set of scientific techniques which are supposed to increase the efficiency of an enterprise. Under scientific management, selection of men, machines, material is made by scientific approach. Here all the organisational activities are performed by rationality and proper discipline. Thus ,scientific management is a logical approach towards the solution of management problems. Basically, it assumes that the method of scientific inquiry,analysis and experimentation can be applied to the activities of managers, Simply stated, it means approaching the problems of management in the manner and spirit of a scientific-using tools such as defination,analysis,experiments,etc

Scientific management is obtaining and arranging all obtainable knowledge relating to conditions, methods, processes and relations in the field of management and developing these into an organised body of principles.

Features/Characteristics of Scientific Management

- 1. A Definite Plan:-** In order to achieve these pre-determined definite objectives, management needs a definite plan. Efforts should be made that every work is done according to the pre-determined plans. Thus, planning should be goal-oriented.
- 2. A Definite Objective:-** In scientific management, every organisation has to establish the basic objectives and efforts are to be made by applying physical and human resources to achieve these pre-determined objectives.

3.A Set of Rules:- To make scientific management more effective,a set of rules are framed. These set of rules are tested and verified as regards their effectiveness in the real business situations by a group of persons.

4. Economy:- The main aim of scientific management is to achieve economy of time,money and labour. The technique of economy is used for producing maximum at a minimum cost.

5. Scientific Analysis and Experiment :- Before starting any work,the utility,effectiveness and suitability of plan is to be tested and analysed. Thus, by scientific analysis and experiment we can choose the best course of action.

6. Increase in Efficiency :- The techniques of scientific management helps in increasing the efficiency of workers. New techniques and improved tools are used for increasing the efficiency.

7. Extent of Responsibility :- Scientific management decides the limits and every executive is accountable to that limit. If the quality of work is poor, he is held responsible.

8. Co-operation :- In the present competitive situation, efforts should be made to establish cordial relation between labour and capital. Co-operation is essential for efficient management. Group efforts for group benefit can be achieved by active co-operation of each individual.

9. Time Study :- Time study is concerned with labour productivity. According to it an estimate is made of the amount of work required to be done to perform any job. The work required to be done to perform a job is estimated by splitting up the job into a number of parts and then by ascertaining how long average worker takes to perform each part of the job. It serves to improve the accuracy of timings.

10. Strict Observance of Rules:- Every management must be strict and firm in the observance and implementation of the plan and rules, so that the work in an organisation may be done according to pre-determined established norms. These rules and regulations must not be changed very frequently.