



← الى قصة كثير طلو ق شرحها  
بالمهارة الواجهه رقم 2

هذا جدول يوضح كل مدرسة من مدارس الادارة

Management Approach	Main theories	Representative	Period
<b>Classical approach</b> (Before 1920)	Scientific Management	Taylor's Approach Henry Gantt	1911 1916
	Bureaucratic Management	Weber Principles	1947, 1905
	General Administrative (Operation) Theory	Henri Fayol Functions and Principles of Management	1916
	Hawthorne studies – Hawthorne effect	Elton Mayo	1932
<b>Management as Behavioural Science,</b> based on Human Relation approach (1930-1965)	Human Needs	Maslo	1943
	motivation-hygiene theory, Two factor theory	Frederick Herzberg	1959
	X, Y Theory	Douglas McGregor	1960
	Four management approaches	Likert	1967
	Maturity – Immaturity theory	Argyris	1964
<b>Recent theories</b>	System approach in Management	General System theory, Ludwig Von Bertalanffy	1968
<b>Modern and Comprehensive approaches to Management</b> (1965 – 2010)	Contingency Theories (Situational Theories)	Fiedler Contingency Theory 3-D Management style theory by Riddle and Situational leadership by Hersey and Blanchard,	1967 1967

حفظ ←

تالي حاضرة

old school of management

### 1) Classical approach

more practical

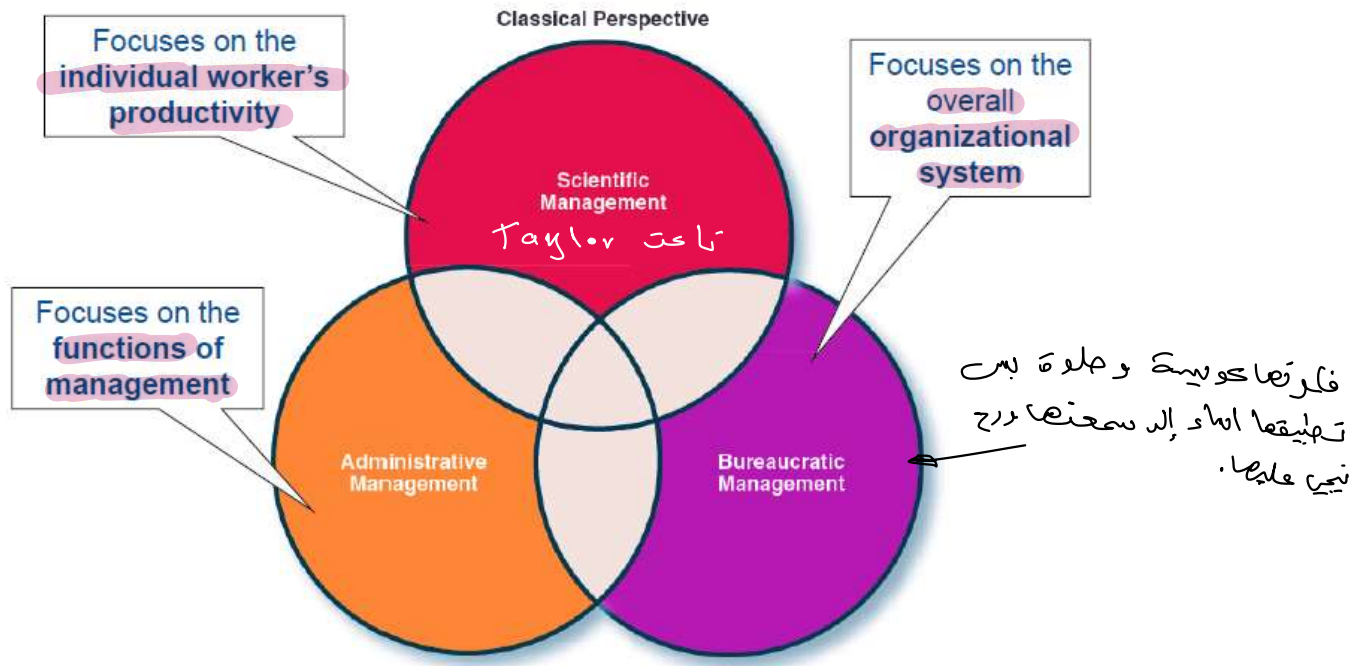
It was widely known as Scientific or formal management, it can be summarised by viewing of management as:

الصفحة هنا

The Study of direct relation between workers, tasks and managers to increase productivity by utilizing tools, techniques of standard scientific methods.

According to Mooney and Reiley basics of classical management approach can be clustered in the following three principles:

باصين عددا من المصنف لكل classical approaches  
جسوه من 3 نظريات اساسية، مدونة فرعية



Major theories comprise the classical approach Taylor theory 'scientific management' and Weber theory 'Bureaucratic management'.

**1. A) Scientific Management:**   
 ↳ Taylor's Approach   
 ↳ Gantt chart,

**1.A.i) Taylor's Approach** اولد واهد ج العلى

It was suggested by Frederick Winslow Taylor's; who was a mechanical engineer worked with Midvale and Bethlehem Steel Companies in Pennsylvania (Taylor, 1911).

Taylor used the concept of 'best way' to describe the relation between worker and task within the Scientific **Management** theory.

In summary Taylor listed **four main Principles** of Scientific Management:

1. **Develop** a science for each element of an individual's work to replace the role of thumb method. it can be described as the **Standard of Operation (SOP)**.

Develop of

2. **Scientifically** select, train and develop the worker. → اصحاب الموظفين بدو يكون بنادًا على صبه اعلی

3. **Heartily cooperate** with the workers so as to ensure that all work is done in accordance with the principles of the science that has been developed. Monitor worker performance and provide instructions and supervision to ensure that they're using the most efficient ways of working.

4. **Divide** work & responsibility equally between managers & workers. → تقسیم العمل، كل واحد یكون حادف متخله

The story: [https://en.wikipedia.org/wiki/Schmidt\\_\(worker\)](https://en.wikipedia.org/wiki/Schmidt_(worker))



← روح ناضحة بسطة فامسة مني  
Project Management

بعد بقیة النظريات بتتقن وین خیرها نقاط قوہ  
ونقاط ضعف اما Gantt chart لازم استعملها بحماص

### 1. A. ii) Gantt Charts

Henry Gantt (1861 – 1919) philosophy can be classified classical management approach, he is an American mechanical engineer and management consultant, the most popular aspects of his work is the **Gantt chart**.

لا إلى عمله Gantt قسم صابر الهمام إلى جزئيات صغيرة وكل وحدة قديش به حاوقت

It aims to split the work into smaller steps or tasks and align each step with time frame as a component of the whole project deadline. Even today, Gantt charts are widely used as a basic tool for planning and scheduling (Clark, 2010).

However, the original philosophy of Gantt was not only about task scheduling but also workers rewarding for each achievement as he stated that 'the essential differences between the best system of today and those of the past are the manner in which tasks are (scheduled) and the manner in which their performance is rewarded' (Gantt, 1916).

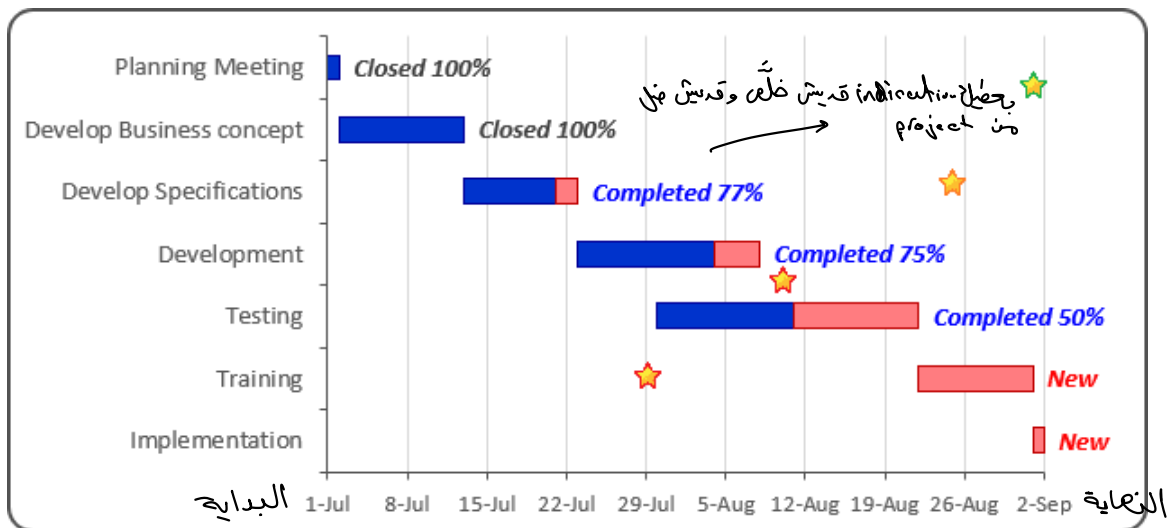
لے یحییٰ طاب "إلى بخلی 3 خطوات من الموظفين انه مكافأة

كيف بنی تشقی الهمام الزمینه

Gantt charts are widely used as a project management and planning tool in many disciplines, different software applications are also used; however, Gantt chart should basically provide managers with the following easily understood summary:

1. Start and end point as well as the intermediate steps or tasks.
2. Work scheduled for specific time periods.
3. How much of the work was completed.
4. The tasks owners or performers.

Task performed (أو) task owner على task یضاف



بخطا introduction من project قديش خلل وقديش نزل

### 1. B ) Weber Principles: Bureaucratic Management.

الادارة من خلف المكاتب

misused

بامت الحاني

Weber was a German sociologist who studied organizations, similar to Taylor principles weber suggest a principles for management based on ideal organisation he called it **Bureaucracy**. (Weber, 1947) Weber principles summarised as follow:

← اكر على الجبارى ناعت سول Taylor



1. **Division of labour:** Jobs broken down into simple routine and well-defined tasks.
2. **Authority hierarchy:** Clear chain of command should be organised.
3. **Formal selection:** Selection of people based on their technical qualifications.
4. **Formal rules & regulations:** it is written rules and standard of Operating procedures
5. **Impersonality:** application of all rules and condition without and personal differences.
6. **Career Orientation:** management is a career it is not ownership of the work.

Classic Management	Taylor 'Scientific Management'	Weber 'Bureaucracy'
Direct relation between both Managers – workers and Tasks	<i>Divid of Labour.</i>	Division of labour
Direct relation between manager and worker	يكون في صفات اداريه معين بين الجميع Heartily cooperate →	التسلسل الوظيفي Authority hierarchy Career Orientation Impersonality
	Scientific selection, training and development.	Formal selection.
Direct relation between worker and task	Develop 'best way' Standard of operation (SOP)	Formal rules & regulations 'Standard of Operating procedure'

نظريه عريضة بس  
صفتي رجع وانه



# Father of BM Theory: Max Weber

