

Select Language ▾

search...

[Home](#)
[About Us](#)
[MLA Guide](#)
[APA Guide](#)
[Oxford Guide](#)
[Turabian](#)
[Harvard Guide](#)
[FAQ](#)
[Contact Us](#)
[Place Order](#)


For all your Academic Writing Needs

Latest Articles

[Legitimate Custom Report Writing](#)
[Legitimate Custom Term Paper Writing](#)
[Legitimate Custom Thesis Writing](#)
[Legitimate Custom Dissertation Writing](#)
[Ideal Legitimate Custom Writing Services](#)
[Legitimate Custom Writing](#)

Popular Articles

[Academic Writing Tips](#)
[Early Childhood Development: Nature Verses Nurture Theory](#)
[APA Guide](#)
[Literary Analysis-The Gift of Magi](#)
[Oxford Guide](#)
[MLA Guide](#)
[Response on Essay "Hidden Intellectualism"](#)
[Harvard Style Guide](#)

Sponsored Links

Main Menu

[Home](#)
[Place Order](#)
[Order Your Custom Paper](#)
[Turabian Guide](#)
[Chicago Guide](#)

k2tools

[May 2014 \(1\)](#)
[March 2014 \(466\)](#)
[February 2014 \(1062\)](#)
[November 2013 \(424\)](#)
[October 2013 \(494\)](#)
[September 2013 \(458\)](#)
[August 2013 \(622\)](#)
[July 2013 \(2776\)](#)
[June 2013 \(629\)](#)
[May 2013 \(571\)](#)
[April 2013 \(422\)](#)
[March 2013 \(163\)](#)

You are here [Home](#)

Monday, 14 May 2012 06:53

Relevance of Management Theory to Modern Management Practices Featured

WRITTEN_BY [Administrator](#)

font size [decrease font size](#) [increase font size](#)

[Print](#)

[E-mail](#)

Rate this item

1
 2
 3
 4
 5

(4 votes)

Relevance of Management Theory to Modern Management Practices

Introduction

Management is important in an organization. Management refers to the art and science of attaining organizational goals via people. Managers play different roles in the organization. Examples of functions carried out by managers include planning, supervising, controlling and staffing and leading (Olum, 2004). Managers in any organization are supposed to plan well in order to attain their organizational goals. They are also required to lead the employees well in attaining organizational goals and also control them. In addition, managers should organize activities in the organization well to achieve organizational goals. Management theories are important in the management of the organization. Managers who have mixed management theories in their daily activities and practices in the organization have been able to manage their organizations more effectively and efficiently. They have also

Categories

[Business Studies \(133 items\)](#)
[Social Sciences \(208 items\)](#)
[Communication and Media \(32 items\)](#)
[Mathematics and Economics \(28 items\)](#)
[Physiology \(11 items\)](#)
[Arts \(17 items\)](#)
[Essay Writing Tips \(873 items\)](#)
[Nursing \(76 items\)](#)
[Literature and Languages \(139 items\)](#)
[Education \(186 items\)](#)
[Sociology \(201 items\)](#)
[Psychology \(30 items\)](#)
[Philosophy \(11 items\)](#)
[History \(69 items\)](#)
[Accounting \(11 items\)](#)
[Management \(145 items\)](#)

been able to attain their organizational goals. On the other hand, organizations that have not mixed their daily practices and management theories have not managed their firms well and this has made it hard to achieve the organizational goals. Most studies have proved that management theories are vital in the management of the organization. This paper examines the relevance of management theories in the modern management practices (Olum, 2004).

Discussion

Management in an organization consists of various management functions. The first function is planning. Planning entails selecting mission and objectives and devising strategies to attain the objectives. Planning needs decision making. Managers should be able to make clear decisions and develop a plan consisting of the purpose, objectives and actions that should be taken in order to achieve the objectives. Managers should also identify people involved in the implementation of the plan (Olum, 2004). The second function is staffing. Staffing involves filling positions in the organization. The managers are supposed to identify employee requirements and recruit and select the best. They should deal with promotion, employee appraisal and compensation. Another function is leading. Leading involves influencing employees in the organization to contribute to organizational goals and individual goals. Effective managers should be effective leaders so as to lead employees. They should motivate the employees and use the right leadership styles and methods when leading employees. They should encourage open communication as this will help them achieve their goals. Managers also control the employees. They monitor employee's actions and behaviors to ensure everything they are doing is inline with organizational goals. Managers should have a clear plan to guide them in using resources to accomplish organizational goals. Then they should check the activities in the plan to establish whether they are inline with the plan. Lastly, managers are supposed to coordinate employees and resources in the organization so as to attain the organizational goals (Olum, 2004).

There are various theories of management. Examples include scientific management theory, bureaucracy theory and administrative theory (Olum, 2004). The scientific management theory was developed by Frederick Taylor. Taylor identified various features of management that are important in the management of the organization. Taylor wanted to eliminate management using the rules of thumb. Taylor replaced this management style using timed observation leading. The theorist believed that timed observation leading was the best method to lead employees in the organization. In addition, Taylor encouraged systematic training of the employees in the organization so as to increase productivity. He also encouraged sharing of the workload between the employees and the management. Before the development of the theory, managers never shared their workload with the employees and this influenced the performance of the organization negatively as they found it hard to attain their organizational goals. The theorist believes that managers should perform the science and instructions and the employees should perform various duties in the organization as allocated. Moreover, Taylor encouraged the management to break tasks in the organization into subtasks and also optimize the performance of the tasks (Olum, 2004).

The scientific management theory has been applied in the management of the organizations as evidenced by Taylor in his research and in modern organizations. Taylor applied his scientific management theory in handling of pig iron. Taylor ensured that the managers and laborers followed instructions when carrying out their duties. For instance, the employees were instructed when to pick the pig iron and when to sit and rest. This in turn increased their performance and hence output as they were able to produce more in a day. In addition, Taylor ensured the laborer got a 60% increase in wages compared to what other employees were being paid. The employees in the organization were also selected and trained on how to handle the pig iron and got a pay increase. Taylor encouraged scientific training of employees in the organization and this improved their performance and output (Olum, 2004).

The scientific theory developed by Taylor has been useful in the management of organizations. Managers in different organizations have embraced the principles of scientific management theory. First, the managers have embraced the principle of monetary rewards. Most employees offer employees different kind of incentives including financial incentives in order to motivate them. The managers believe that motivating the employees improves the productivity of the employee and performance. This in turn improves the performance of the organization. Managers are supposed to motivate employees while leading them so as to help them attain their goals and company goals. Hence, the scientific management theory guides the managers in employee motivation. Moreover, manager's decision on training and development of employees in the organization is influenced by management theories like the scientific management theory. Managers are supposed to train their employees so as to help them acquire the necessary skills that are needed to carry out specific tasks in the organization. In addition, managers should encourage development of the employees. Employees should do tasks that they are capable of doing. Training of employees on the task they are supposed to do improves their performance and thus their productivity and productivity of the entire organization. Managers who have incorporated the scientific theory

of management practices in their daily activities have been able to perform well. This is because they are able to motivate employees and train them. They are also able to increase productivity by subdividing tasks and training workers (Olum, 2004).

Apart from the scientific theory of management, there are other theories that are relevant to modern day management practices. For instance, bureaucracy theory which is a kind of a classical theory is relevant in modern organizational management. The theory was developed by Weber. Weber identified various features of a bureaucratic organization. Bureaucratic organizations have a bureaucracy. All positions in the organization are structured in a manner that allows the higher positions to supervise the lower positions and control them. The chain of command helps in the control of the organization and also in maintaining order. Another feature of a bureaucratic organization is division of labor and specialization. All duties in bureaucratic organizations are specialized so as to ensure each employee has the expertise needed to carry out the task assigned. Bureaucratic organizations have rules and regulations. The organizations have standard procedures that govern activities in the organization. The procedures help in the coordination of the organization and activities. The procedures also ensure employees are acting according to the procedures when carrying out their duties. Further, Weber argues that managers and employees should have an impersonal relationship. This is to ensure favoritism and prejudice does not affect decision making in the organization. Decisions in the organization should be based on competence. Managers are supposed to hire employees on the basis of competence. They should also assign jobs and promote employees on the basis of competence. Thus bureaucratic organizations are based on ability and merit. Lastly, bureaucratic organizations maintain records of all activities carried out in the organization (Sheldrake, 2003).

Critics have criticized bureaucracy and its relevance in modern day management practices. The critics argue that bureaucracy is not effective in the management of the organization as it affects flexibility and hence delivery of services. This is because employees have to follow a chain of command and procedures when carrying out their duties and also getting instructions. Most organizations have improved their bureaucratic structures to ensure flexibility and achieve their goals. Though critics have criticized the theory, the bureaucracy theory is relevant to modern day management practices as it helps managers manage their organizations well. Managers ensure they have a hierarchy of authority. The hierarchy in the organization consists of the top positions occupied by managers and lower positions by employees. The managers supervise employees and control them. Supervision and coordination are important functions carried out by managers as stated earlier. Managers who have included bureaucracy theory principles in their management are able to manage their organizations efficiently than those who have not. For instance, they are able to supervise employees and control them as expected. Further, the managers encourage division of labor and specialization. Duties in the organization are assigned according to the expertise of the employees (Sheldrake, 2003).

Division of labor and specialization has led to increase in production in the organization as employees perform well in the duties allocated. This has also helped organizations attain their goals. In addition, managers are keen when making decisions in the organization so as to attain their objectives. Managers ensure decision making is not affected by prejudice and favoritism. Thus, they maintain good relationship with their employees. The theory also governs staffing in the organization. Managers are required to fill positions in the company by recruiting and selecting the best employees. The employees are selected on the basis of competence. Only employees who are competent in the area stated are selected to work in the organization. Also, management of organizations in the modern society is based on rules and standards. Different organizations have established different rules and standards that govern their activities. Employees in the organization are supposed to carry out their duties according to the duties set and standards defined by the organization. This will ensure there is order in the organization and improve the performance of the organization. Hence, researchers argue that bureaucracy is still relevant in the modern world as most organizations have a bureaucratic structure and procedures (Sheldrake, 2003).

The administrative theory is also relevant in the modern day management practices. Administrative theory focuses on the duties of the management at the management layer. The theory was developed by Henri Fayol. The theorist believes that management in an organization consists of five main roles. That is forecasting and planning, organizing and commanding. Other roles include coordinating and controlling. The theorist has developed various principles that go along with management roles identified. The principles include specialization and division of labor. Organizations are required to divide duties according to the expertise of the employees. The theorist claims that division of labor and specialization results to high production and better work using the same effort. Other principles identified by Fayol are authority with responsibility and discipline. Authority refers to the right to give orders and power to make people obey. Managers have the authority to give orders and make employees obey. Discipline is important in any organization as it leads to increased productivity. Managers are required to apply sanctions when employees violate the rules set (Gallagher & Tombs, 1997).

Fayol also identified the principle of "unity of command" and direction and remuneration of employees. The "unity of command" enables employees to get orders from one senior officer. The "unity of direction" ensures all activities have one central authority and action plan. Fayol believes that individual efforts and team dynamics are important in forming a perfect organization. Employees in the organization should be able to work with other employees so as to increase productivity in the organization. The five principles identified by Fayol are practiced in many organizations today. Most of the managers in the organizations carry out the five management roles stated by Fayol. In addition, the concept of giving the right authority with responsibility is still practiced today. Organizations in different fields encourage their managers to give authority with responsibility. The chain of command in the organizations is made up of the top positions and their duties and also the lower position and their roles. Identifying the authority and responsibility has made it easy for the managers to work together with the employees in managing the organization. The principle of "unity of command and direction" are not followed in many organizations in the modern society as employees get orders from different people. Discipline is also relevant in the modern management practices. This is because managers are supposed to take actions when employees do not behave accordingly. Managers can apply sanctions when the employees disobey. The sanctions and remedies differ from one organization to another as organizations have different objectives. Managers who have applied the administrative theory named above and its principles and roles have managed their organizations effectively unlike those who have not. This is because the manager's actions and duties are inline with the theory (Gallagher &Tombs, 1997).

Conclusion

In conclusion, the management theories are relevant to the modern management practices. There are different kinds of classical theories that are relevant to modern management practices. Examples include scientific management theory, bureaucracy theory and the administrative theory. The theorists who developed the theories named above have identified various principles that guide managers in their duties (Sheldrake, 2003). The principles guide managers in carrying out their management functions named above. Example of the principles includes training of employees, division of labor, motivation, staffing and authority. Leaders who have integrated the management theory in their day to day activities have realized the benefits associated with the theories like increased production and effective management of the organization (Gallagher &Tombs, 1997).

Reference

Gallagher,K.,&Tombs,S.(1997).People in organisations. an active learning approach.

Wiley-Blackwell

Olum,Y.(2004).Modern management theories and practices.

Retrieved from <http://docs.google.com/viewer?>

[a=v&q=cache:5FvgdhLAH14J:unpan1.un.org/intradoc/groups/public/documents/AAPAM/UNPANnpVam_B7QlExW8T7j2bxYv&sig=AHIEtbS_0BY0LezN96kfb-imo0aDVbUsfA&pli=1](http://docs.google.com/viewer?)

On 5/09/2011

Sheldrake,J.(2003).Management theory. Cengage Learning EMEA

Read **9632** times

Published in [Management](#)

Social sharing

[Add to Google Buzz](#)

[Add to Facebook](#)

[Add to Delicious](#)

[Digg this](#)

[Add to Reddit](#)

[Add to StumbleUpon](#)

[Add to MySpace](#)

[Add to Technorati](#)

Administrator

Latest from Administrator

[Economy Protection](#)

[Paul Krugman \(1987\). "Is Free Trade Passé?"](#)

[Integrated Unit Plan:Meeting The Various Needs Of Learners](#)

[Bioelectronic](#)

[Bureaucratic Organization](#)

More in this category: [« Performance Appraisal. How Firms Can Perform A Competitive Analysis And Assessment Of Internal Forces Affecting The Firm »](#)
[back to top](#)



SSL Certificate Provider