

CHAPTER 2

Management Learning

Great things grow from strong foundations

Chapter Objectives

Chapter Two provides the theoretical and historical underpinnings of management principles. Classical, behavioral, and modern management approaches are reviewed

The objectives of Chapter 2 may be summarized as:

1. To explain scientific management, bureaucratic organizations, and administrative principles.
2. To explain behavioral management approaches
3. To describe management as complex networks of systems and sub-systems
4. To explain contingency thinking in management
5. To describe knowledge management and organizational learning
6. To describe the application of evidence-based management

Chapter Outline

2.1 What Are the Lessons of the Classical Management Approaches?

- **Taylor's scientific management sought efficiency in job performance**
 - ✓ Major branches in the classical approaches to management are illustrated
 - ✓ **1911 book by Frederick Taylor *The Principles of Scientific Management***
 - Identify basic steps and motions of jobs and determine the most efficient ways of doing them
 - Four principles of scientific management:
 - Develop a science for each job
 - Hire workers with the right abilities
 - Train and motivate workers
 - Support workers by planning and assisting their work according to science
 - Still in use today (example is UPS calibrated productivity standards). See "Tips to Remember".
- **Weber's bureaucratic organization is supposed to be efficient and fair**
 - ✓ Late-19th century German intellectual insights have made a significant impact on management and sociology of organizations
 - Bureaucracy type of organization could be highly efficient and very fair
 - Relies on logic, order, and legitimate authority
 - Government agencies or large colleges may be examples

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Yijin Wang



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Table of Contents Exploring Management 3rd Edition Test Answers

1. Understanding the eBook Exploring Management 3rd Edition Test Answers
 - The Rise of Digital Reading Exploring Management 3rd Edition Test Answers
 - Advantages of eBooks Over Traditional Books
2. Identifying Exploring Management 3rd Edition Test Answers
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Exploring Management 3rd Edition Test Answers
 - User-Friendly Interface
4. Exploring eBook Recommendations from Exploring Management 3rd Edition Test Answers
 - Personalized Recommendations
 - Exploring Management 3rd Edition Test Answers User Reviews and Ratings

- Exploring Management 3rd Edition Test Answers and Bestseller Lists
- 5. Accessing Exploring Management 3rd Edition Test Answers Free and Paid eBooks
 - Exploring Management 3rd Edition Test Answers Public Domain eBooks
 - Exploring Management 3rd Edition Test Answers eBook Subscription Services
 - Exploring Management 3rd Edition Test Answers Budget-Friendly Options
- 6. Navigating Exploring Management 3rd Edition Test Answers eBook Formats
 - ePub, PDF, MOBI, and More
 - Exploring Management 3rd Edition Test Answers Compatibility with Devices
 - Exploring Management 3rd Edition Test Answers Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Exploring Management 3rd Edition Test Answers
 - Highlighting and Note-Taking Exploring Management 3rd Edition Test Answers
 - Interactive Elements Exploring Management 3rd Edition Test Answers
- 8. Staying Engaged with Exploring Management 3rd Edition Test Answers
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Exploring Management 3rd Edition Test Answers
- 9. Balancing eBooks and Physical Books Exploring Management 3rd Edition Test Answers
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Exploring Management 3rd Edition Test Answers
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Exploring Management 3rd Edition Test Answers
 - Setting Reading Goals Exploring Management 3rd Edition Test Answers
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Exploring Management 3rd Edition Test Answers
 - Fact-Checking eBook Content of Exploring Management 3rd Edition Test Answers
 - Distinguishing Credible Sources

13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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