Evolution and History of Management Theory: A Critical Study

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Abstract
No objective in the biosphere without any root and causes ,everything in the god given ecological system has its birth places and identity .In this aspects this study is aimed at exploring and examining the fundamental and rudimentary root causes and stories of the evolutions of the management history and theory .Every theory is considered as a meaningful and reasonable in its discipline it is born to make changes ,develop and let others to know about its meaning and reasons .Unless its birth record and history the name and system of management would not be in the world record and in curriculum record ,today every one talk about in several minutes about management, business and sales ,all these phrase and words are thoroughly contributed by management theory and stories in ancient time .From family to business the word of management has been talked by both educated and uneducated persons for accomplish their normal financial and family commitment ,in this way management theory has done plethora welfare and assistances to the academic sectors and business sectors .

Keywords: Business Development, Global literature work, Management concept, development and Evolution History.

Introduction
In this contemporary world administration name of management has become as one of the needful and challenging department in both academic and business field’s .Its theories, values, popularity, marketing strategy, sales paradigm and other its business related technical works are emerging as one of the dominant factors in the present administration. Its modern technique and theories are much useful in resolving business ,sales ,marketing ,industry and purchase oriented issues that are affecting harmfully company growth as well as employees improvements .Independently theory and concept of management is developed and rooted in the western countries because they are given enough attentions on its development while Indian has not given much attentions as they are given .Today its
technique and strategy is useful in all the employees and employers related issues and resolving all types of irresolvable issues amicably with the help of management theories help and ideas. In order look into following issues this theory and concept are emerged by the management faculty thoughts because people who had been working in the management and industry have had long term stress, low motivation, frustration, inferiority complex, inability to do given work, behavioral problems, cultural dissimilarity and other issues are resolved by the help of management theories and method, all this theories are invented by who had all those e problems are motivated them to write several concepts and theories.

**Concepts and definitions of Management**

Management is the art of knowing what you want to do and then seeing that it is done in the best and cheapest way Taylor (1992) (Father of scientific Management). In strengthening management faculty various thinkers in the concept making field have given important points and concepts toward settle management oriented problems. According Drucker in 1990 has quoted that management is the organization structure which includes, strategic planning, making objectives, controlling resources, arranging human resources, financial resources, and yardstick financial developments of for the purpose of management development in a steady aspects. Management is known as a multi task managing one that tackle all types of issues such as business, managers problems, workers issues and arranging work for different people, this task is not limited and constrained to both managers and supervisor its is continuous and endless one. As part of the job every employee has to do all the job as it is necessary to the management improvements, American management association is helping and directing the human resources and physical resources to do dynamic work to achieve their task as early as quickly.

**Evolution of Management thought**

According maxweber in 1864-1920, he born in sophisticated family served in different disciplines of Germany country from political field to editor, social works and industrial works are done by him, for his several experience aspects he said that organization would be much problem solving tools in all disciplines then he made bureaucracy system in which he mentioned that this system will help to solve all types of social, economic and political issues. Since he plunged into several official duties he was able to see upheavals and animosity in Germany then he suddenly liked to establish a structured organization system in which he introduced bureaucracy system, it was made by elite rulers and educated personalities to look into social problems and was easy to bring to end all those social upheavals.
According to Henri Fayol management was divided into several aspects, he served as chief engineer, spent his precious time in French coal and iron combine and served as a director of the company from 1916. From his point of view, he has coined some of good principles and ideas for the industrial development. As per his thought, organization is having organizing, directing, coordinating and controlling. These principles value is to apply into company system to augment and amplify its growth ratio step by step without stop and gap though it is likelihood face some unforeseen problems in its administrative oriented programme and works. Within his parameter, all organization have to sincerely adhere with his mentioned ideas and concepts for the holistic developments of the management system, in this ways workers, staff, technical person, supervisor, manager, managing director and other menial labors’ family would be thriving when it march on his quoted path.

**Western Theories of Management: Historical Perspective**

Western management thought has been deeply influenced by ideas of Fredrick Taylor, Peter Drucker and Michael Porter. However, now a trend is taking place because of many new challenges tasks have come such as wisdom struggle, civics and ecological care, Individual thought of well living etc. Reasons of which is, such challenging concepts in the organization setup is running apart from Taylor, Drucker and Porter and a new thinking and concepts. Only during recent years, their limitations and universality have been questioned. Evolving new types of paradigm is also influencing in emerging organization and management theories because every day innovative programme as to regulating, structuring, codifying and systematizing management have been invented by so many contemporary management scientists, therefore present day needs and necessities of the management is thoroughly fulfilled and also instantly problems are resolved by applying its theory and concepts.

**Scientific Management Theory (1890 - 1940)**

This theory strategically and significantly focus on the machine and labors relationships, this system was developed and flourished in the French industrial revolutions, has been assisting in all the industrial’s problems and issues which comes regarding labor, employers and managers and supervisor and workers and supervisors. In his golden concepts, boss have to place certain portion of revenue and gain to the employees, he should arrange maximum prosperity and revenue to his workers who are doing long years in particular company. Though there were huge and vast criticisms in the management fields all his mentioned ideas are developing gloriously in the entire gamut of the world administration.
Human Relations Movement and subsequent developments (1930 onwards)

In above narrated theories government regulations is acted in favor of welcoming new paradigm and concepts which were quoted by the western thinkers, their views are drawn from the experiences of occupied and done occupations in Germany and French countries, where social, economic and political problems were emerged owing to not having structured organization setup thereby large scale corruptions, exploitations and improper managements are looted and spoiled public life and prosperity. for protect those people interest ,welfare and necessities following authors are said valid management theories as to regulate society and company as all people able survive as equally without up and down life style.

Contingency Theory

This theory argue that manager have to control entire system when he would like to coordinate and control the current situation of particular management. He has to keep acting on already made actions and principles just for put continue attempts for discover and search skillful leadership personalities in the management fields .This method will make good leaders and supervisor in a organization and management for implement new polices for accomplish all types device ideas.

Systems Theory

To comprehend and understand the management system ,system theory is paved way for lead to discover the management concept .It let to accomplish all types of marvelous works and management goals while one part of system is altered one type system is devised ,this theory is broadly understood by the writers ,editors ,educators and consultants as to resolving management oriented inventions and problem solving mechanism ,In terms of illustrating and highlighting management problems and concept this theory is directing administrators in a meaningful way and useful patterns .To coordinate and integrate the entire system theory is playing much fruitful role in marinating and controlling of managers, supervisors and menial labors.

Chaos Theory

In some of events of organization chaos situation will arise if so there would prevail confusion and unclear situation as to how deal and control that suddenly and slowly emerging confusing and puzzle situation. owing to enormity and zealous between several authorities the confusion and puzzle situations would be prevailing ,even manager ,supervisor, helpers and menial workers would not be seen in a direct picture of companies’ confused situations
because this situation is made by the workers owing to privileges, welfare and other work-oriented facilities, therefore chaos situation would be in that place until suitable authority come to solve that problems. Chaos could be understood just like cloud situations where some think which you want to do and carry out will not see clearly.

**Japanese Management Theories**

Why do we call first up all Japanese Theory must be understood by every one because, After world war Germany is one of the restlessly working country to lift its war damaged and torn economy systems, for which all the Japanese people have been working relentlessly in their jobs and domains. Owing to its excellent economic making performances people are named Japanese management theories, while Japanese is growing in this speedy way, Indians are living on British Invented infrastructures and properties. By being obedient and discipline to Japanese management system its people are thinking about country development than family development, to develop country they are listening decision makers speech, guidelines, dictations, suggestions and ideas. This types of coordinated system of Japanese people been as a supportive sources pf the its economic development. In this system coordination, cooperation, integration and submissiveness among the Japanese people towards strengthening their economic structure are done excellently. Since their reforming and lifting activities are so dynamic their work has been named and called as Japanese theory in the international level and among the global academicians level.

**Conclusions**

For the present days management developments in across the global, emergency and origination of so many western countries management theories, concepts and principles are still spoken by many management, companies and industries and also taught to several college students across the global. For its abnormal development western countries thinkers are written several books and articles regarding strengthening management structure and principles, regarding to resolve management and organization oriented problems from skilled to unskilled labors they coined different approaches and systems, through this system still many of management, industries and companies and organizations are successfully thriving toward meet its target in the global context. Further existing and present academicians, management owners, supervisors, managers and marketing professionals are needed to focus on writing new books, articles and concepts regarding to highlight contemporary management system and problems. Exactly review of literature clearly has been mentioned literature work is done much in western countries side while it has been done less in Indian
side, so it must be amplified further as it highlights global syllabus, marketing, business and management system with an aim to increase many texts, articles and books on management system and its success in the present days.

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