

CONCEPTS & THEORIES IN MANAGEMENT

(CONTINUED)

IIB1202

Theorists / Sociologists	CONCEPTS/THEORIES
1. Frederick Winslow Taylor	The one best way
2. Frank B. Gilbreth and Lillian M. Gilbreth	Time and Motion Study
3. Henry L. Gantt	Gantt Chart
4. Harrington Emerson	Reduce Resources
5. Henri F. Fayol	Management Functions
6. Max Weber	Principles of Bureaucracy
7. Lyndall Urwick & Luther Gulick	POSDCORB
8. James D. Mooney	The Principles of Organization

2. NEO-CLASSIC THEORY OF ORGANIZATION

4. Two-Factors theory by Frederick Herzberg

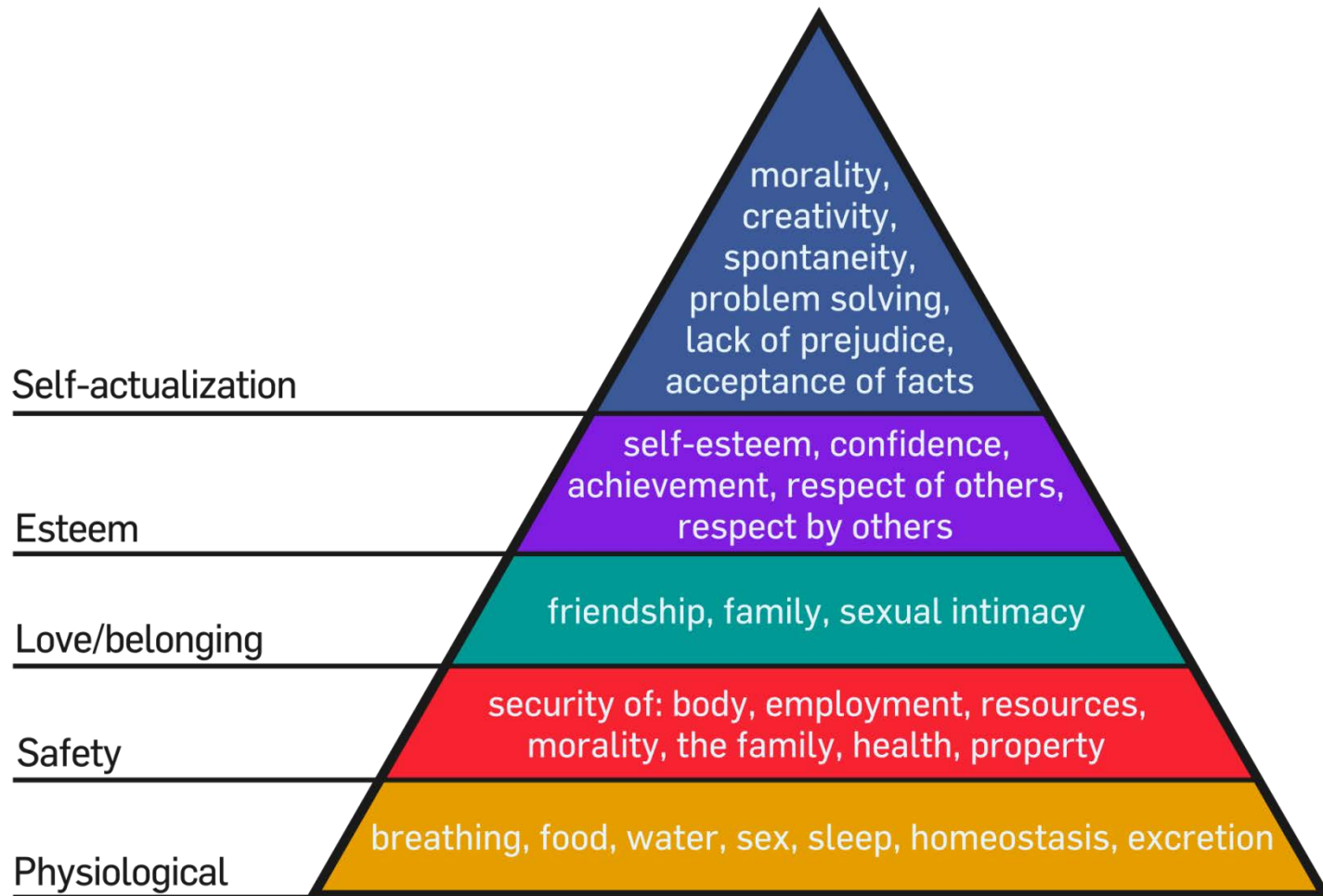
States that there are factors in workplace that cause job satisfaction and dissatisfaction.

4.1 Satisfies- Motivation Factors

4.2 Dissatisfies- Hygiene Factors

Motivation Factors (The Task)	Hygiene Factors (Working Environment)
1. Opportunity to accomplish the task	1. Company Policy and administration
2. Opportunity to be recognized	2. Cared for and control
3. Task	3. Relationship with superior
4. Responsibility	4. Relationship with co-workers
5. Promotion	5. Relationship with subordinate
6. Growth	6. Salary
	7. Work conditions

MASLOW'S HIERARCHY OF NEEDS



Theorist / Sociologist	Concepts /Theories
1. Hugo Munsterberg	The best person in organization
2. Elton Mayo	Hawthorne Study
3. Douglas McGregor	Theory X and Theory Y
4. Frederick Herzberg	Two Factors Theory
5. Abraham H. Maslow	Hierarchy of Needs Theory