

Classical and neoclassical approaches of management: An overview

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Abstract: In this study, the historical development process of classical and neoclassical approach of management has been analyzed. While studying the historical development of management, two basic phases have been identified. These phases are; Taylor, Fayol and Weber composing Classic Term; Hawthorne experiments, human relation movements, and behavioral movements composing Neo-classic Term. This study examines the greatest impact of the classical and neo-classical school to the organization on today's management. Firstly, the paper delineates the important theories propounded by classical and neoclassical theorists. Secondly, the article evaluates the impact of these theories on management thought. Finally, the essay compares its role on managerial thought.

Keywords: classical approach, neoclassical approach, management.

I. Introduction

Classical approach to management is a set of homogeneous ideas on the management of organizations that evolved in the late 19th century and early 20th century. This perspective emerges from the industrial revolution and centers on theories of efficiency. As at the end of the 19th century, when factory production became pervasive and large scale organizations raised, people have been looking for ways to motivate employees and improve productivity. A need for management ideas came to pass which directed to classical contributors such as Frederick Taylor Henri Fayol and Max generating management theories such as Taylor's Scientific Management, Fayol's Administrative Management and Weber's Bureaucratic management(George,1948). As a reaction to approaches of classical theory which over-emphasized the mechanical and physiological characters of management, came up the schools of neoclassical theory with a more human-oriented approach and emphasis on time needs, drives, behaviors and attitudes of individuals (Singh,1983). Two important groups, namely, human relations school and behavioral schools emerged during 1920s and 1930s under the neoclassical theory. As in the late 1920's and early 1930's the Hawthorne experiments were conducted by Elton Mayo and his associate led to the Behavioral viewpoint. This brought about a Human Relations Movement which included Douglas McGregor's Theory X and Theory Y approach.

II. Objectives of the Study

The objectives of the study are as follows:

1. To examine the role of classical and neoclassical approach of management to the development of management thought.
2. To appraise the contribution of classical and neoclassical theorists of management.
3. To compare and contrast between classical and neoclassical theory of management.
4. To outline the problems and conflicting aspects of classical and neoclassical theory.

III. Methodology

The paper is descriptive and qualitative in nature as the study is mainly based on secondary data and information. For better understanding the role of classical and neoclassical approach to management related books, articles and paper essay have been viewed. The historical contribution of classical and neoclassical theorists in the field of management has been identified by over-viewing their original work.

Literature Review

This section examines the various studies that are dealt with respect to the contribution of classical and neoclassical approach to management. Management theories in the early period were not really theories, but some discrete practices or experiences. Classical approach of management is the first studies of management, which emphasized rationality and making organizations and workers as efficient as possible. It offers a convenient framework for the education and training of future managers. (S. C. Certo & S. T. Certo, 2006) Neoclassical approach is the extended form of classical approach of management. It builds on Classical approach,

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