

# Evolution of Management (Looking back: The history of Management, p. 52-60)

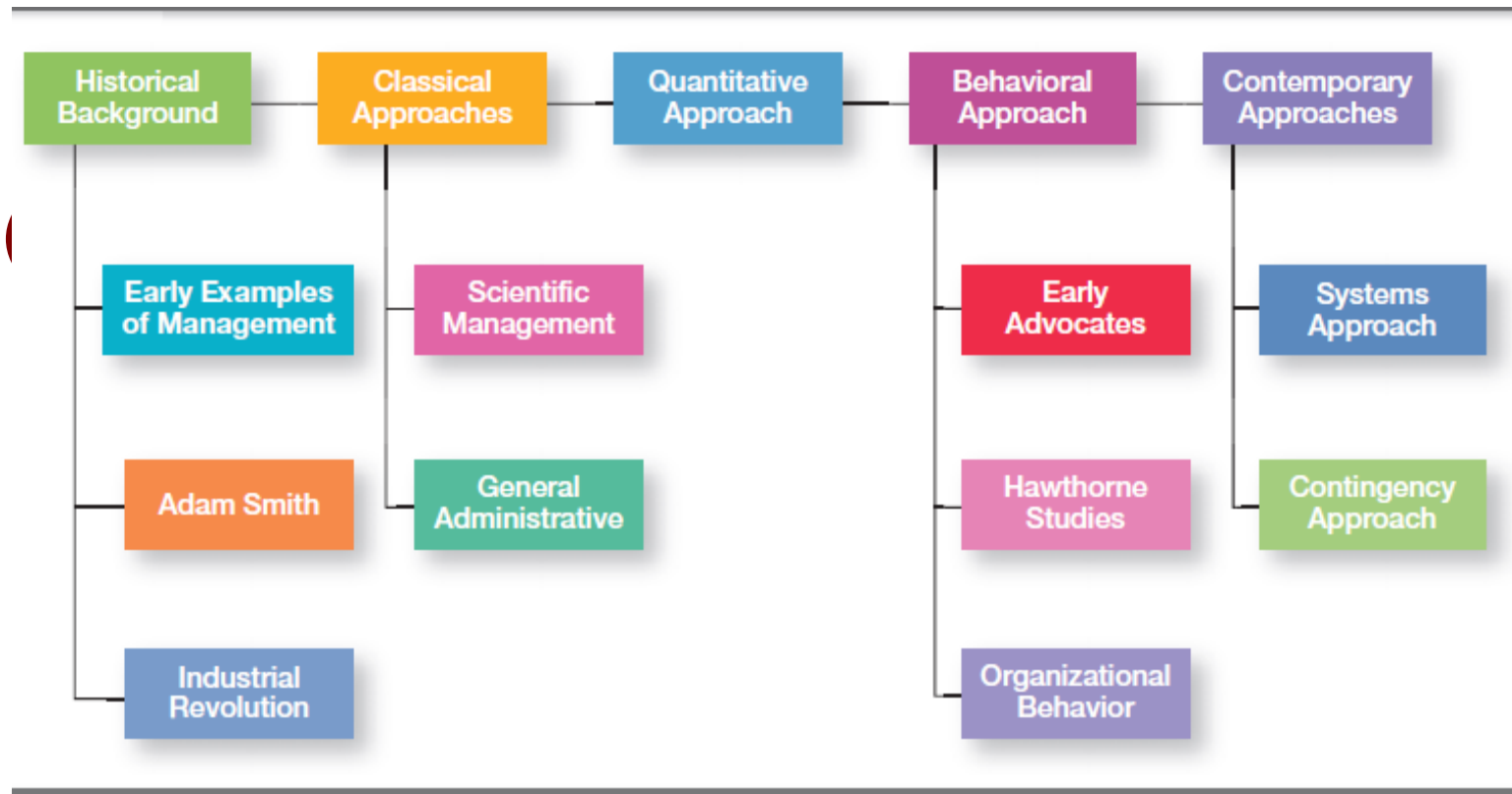
Dr. Joyce Iun

Department of Management

The Chinese University of Hong Kong



# Exhibit MH.1: Major Approaches to Management



# Scientific Management

Fredrick **Taylor**

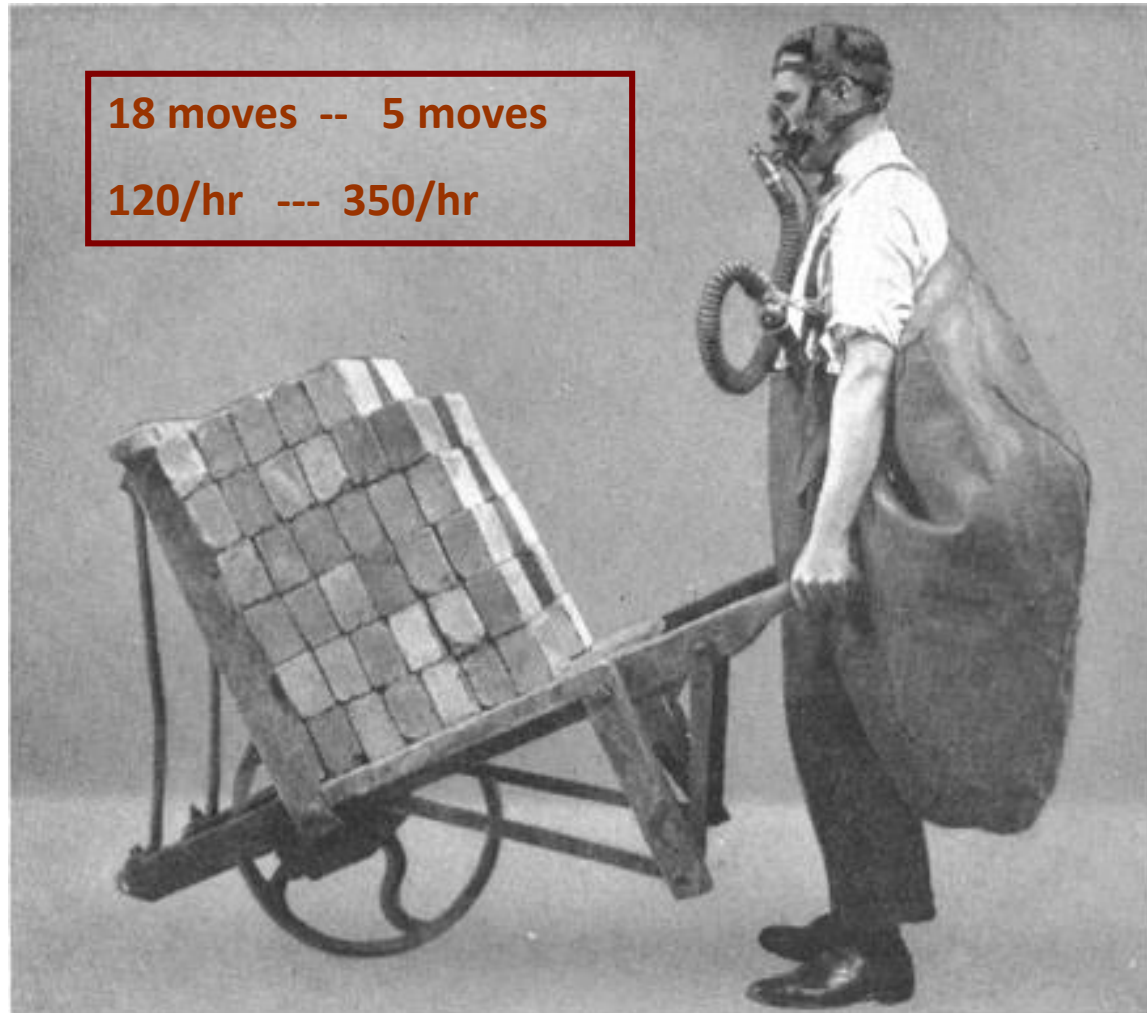
- The “father” of scientific management (1911)

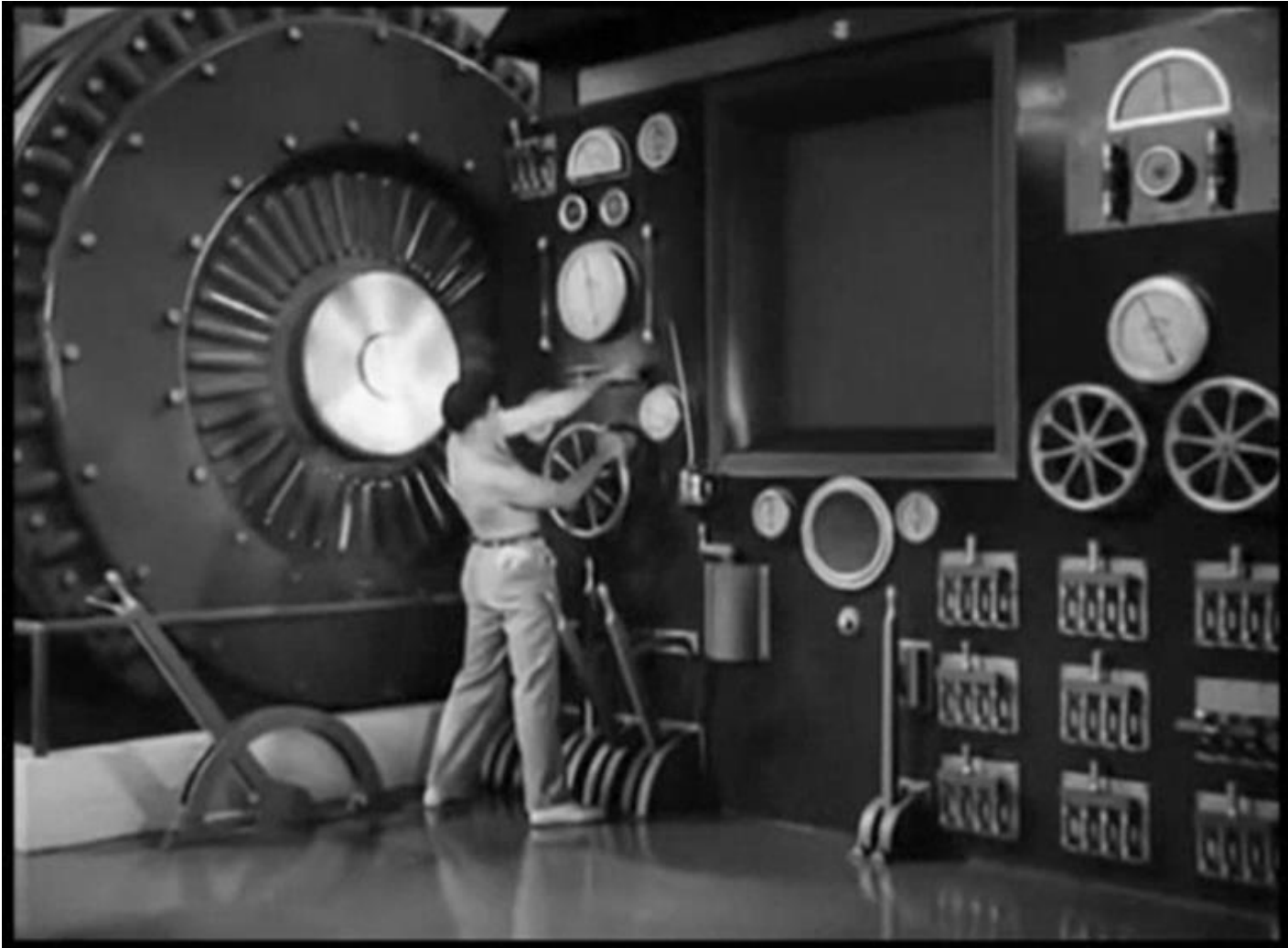
The theory of **scientific management**

- Using scientific methods to define the “**one best way**” for a job to be done:
  - **Putting** the **right person** on the job with **the correct tools** and equipment.
  - Having **a standardized** method of doing the job.
  - Providing an **economic incentive** to the worker.



## Measuring fatigue, 1920s style – Frank Gilbreth





Click the above image or go to the following link to watch the video  
<https://www.youtube.com/watch?v=bDkM0ux6H50>  
(from 00:00 to 15:00)



# Foxconn...



Click the above image to watch the video

