

HISTORY OF EMERGENCE OF MANAGEMENT AND ITS PLACE TODAY

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Abstract: *In this article, it became known that any activity began to give much better results with the use of certain rules of division of labor and proper motivation. Over the years, the main principles have not changed, but only at each stage of the development of civilization they began to have new approaches to additions and subordinates, and these are mentioned in detail.*

Key words: *Management, history of emergence, place today, development in work.*

INTRODUCTION

People management did not really become a subject of scientific study until the early twentieth century, when researchers began to understand that there is more to employee motivation and hard work than just pay. Before that. . . managing people was not an art. During the Industrial Revolution of the early 19th century, the United States saw significant changes in transportation, agriculture, and manufacturing that allowed us to produce products quickly and efficiently. . James Watt invented the steam engine, which shortened transportation time and allowed us to move goods faster. Eli Whitney invented the cotton gin, opening the door to picking cotton faster and more efficiently. But even though Francis Cabot Lowell invented his water-powered mill, it wasn't to ease the burden on his workers. Women worked 12-14 hours a day in his factory and were paid better than women in other textile manufacturers. . . short term. But when Lowell wanted to increase his profits and meet the demands of his customers, he cut the wages of his employees and extended their working hours. Because of this, unions were formed, strikes began, and the Lowell Women's Labor Reform Association was formed. We were far from the concept of "take care of your employees and they will take care of you". However, management problems still existed and they caused problems for the owners of this new factory. A large number of people had to be managed, trained, supervised and motivated. Materials and tools to be provided. Managers tried to solve these problems scientifically. American management is still the strongest "management civilization" in the diversity of theories and modern practice. Management allowed America to take a leading position in the world community. Management theory and modern practice was first formed in the USA. Of course, it is impossible to blindly follow the conclusions of American theoreticians and the recommendations of practitioners, but knowing their concepts is certainly necessary and

can be applied taking into account certain conditions and characteristics. Scientific management theory or Taylorism is one of the earliest theories of workplace management. It is named after Frederick Winslow Taylor, an American mechanical engineer who applied engineering principles to factories. He and his colleagues started the scientific management movement to study how work is done and how it affects productivity. It eventually took the name Taylorism after the theorist himself. In the early years of his career, Taylor learned how to work in manufacturing industries. He found that there are several problems in industrial management that were not solved by previous management theories. In Taylor's "Principles of Scientific Management," he argued that forcing people to work hard is not as effective as optimizing their ways of working. In other words, he suggested that optimizing workplaces would increase productivity. Later, Taylor received the name "Father of Scientific Management".

The meaning of scientific management

Taylor's scientific management analyzes and synthesizes workflows. He introduced a scientific approach to efficiency, which means that increasing efficiency can lead to higher efficiency and profit. He also believed that there are universal laws that govern performance and are independent of human judgment. In addition, Taylor's theory recognized the following problems:

- Employees tend to become disengaged when they do not enjoy their work
- Sometimes the workload is overwhelming and unmanageable
- In the absence of incentives, business productivity may suffer

Therefore, Taylorism emphasized the importance of management in the effectiveness and development of employees. In addition, both employers and employees benefit from this management style by focusing on monetary incentives and educational activities. When profits are maximized, it allows employers to pay employees based on how much they produce. Therefore, the scientific approach creates a win-win situation. In short, the meaning of scientific management can be summarized as follows:

- Using scientific methods to determine the best way to perform a task
- Clear division of roles and responsibilities
- High salary for high performance employees
- Track authority hierarchy and employee development

Taylor's scientific management used scientific methods to solve management problems. He believed that shifting control from employees to managers could make a big difference. Scientific management techniques such as employee training and proper placement of employees can increase productivity. This can further increase economic efficiency.

CONCLUSION: Taylor's theory of scientific management examined the processes in factory production and considered them as part of one big machine. To increase efficiency, Taylor believed that there must be planning, coordination, and constant direction. Scientific management theory has several other advantages, such as: It helps organizations

to allocate their resources properly, thus enabling them to maximize their profits. This enables quality management, which helps businesses strengthen their relationships with employees. By directing employees to scientifically desirable goals, businesses can ensure increased productivity. By focusing primarily on cause-and-effect relationships, this management approach overcomes traditional assumptions and biases that affect performance.

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