

## **Classical and neoclassical approaches of management: An overview**

<sup>1</sup>Md. Sadrul Islam Sarker, <sup>2</sup>Mohammad Rafiul Azam Khan

<sup>1</sup>Lecturer, Department of Management Studies, Begum Rokeya University, Rangpur-5400, Bangladesh.

<sup>2</sup>Assistant Professor, Department of Management Studies, Begum Rokeya University, Rangpur-5400, Bangladesh.

**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.*

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### **I. Introduction**

Classical approach to management is a set of homogeneous ideas on the management of organizations that evolved in the late 19<sup>th</sup> century and early 20<sup>th</sup> 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,

# Classical And Neoclassical Approaches Of Management

## An

**Leonard J. Kazmier**



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**Institutional and neoclassical approaches to Biodiversity Conservation** Alexandra Kinywamaghana, 2016-10-24 Essay from the year 2015 in the subject Economics Other grade 2 Vienna University of Economics and Business Administration Ecological economics course Actors language English abstract The aim of the essay is to set forth the role of institutions in environmental management particularly by drawing a comparison to both the neoclassical and institutional approaches as applied specifically to biodiversity management Ultimately the essay will seek to elaborate on how the two approaches complement each other Water is a necessity to life as institutions are to social environment and economic order institutions shape values of a society Values norms beliefs and conventions are derived from world views and perceptions of a society Examining nature s importance for human well being is not a simple task there is no single solution to challenges facing humankind Nonetheless institutions create a conducive environment to achieve solutions Neoclassical economists suggest that to solve environmental degradation we need to subject nature to the same treatment like any other good tradable on the market On the contrary institutional economists argue that to solve the problem of environmental degradation we need to understand the power play in society power that shape behaviour values and perception Institutions are necessary for handling social environmental issues such as biodiversity loss

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Institutions matter is a common refrain among all economists including many who have proposed progressive alternatives to free market fundamentalism However this sentiment does not go far enough This book draws principally on the Original Institutional Economics and American Legal Realist traditions to propose a theory of legal institutionalism or institutional political economy By arguing that society is a political community it challenges the private law versus public law or state versus markets distinction Focusing on property money and credit constitutional law and corporations this book argues that laissez faire has never existed and that state intervention versus de regulation and market failures versus free markets are false dichotomies This book proposes the need to engage with legal economic theory and history to understand what institutions are what economic regulation means law's intrinsic connection to the economy and the distribution of power relations within capitalism This book will be of interest to readers of economics law public policy international and development studies and all those seeking to explore progressive alternatives in this period of multiple crises **The**

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