

Perspectives of management assignment

“Life must be lived forward, but it can only be understood backward.”
-Søren Kierkegaard

Assignment

Take a historical or contemporary perspective of management thought and consider multiple dimensions of it in order to better understand and apply the perspective, and to compare it to other historical viewpoints.

Learning goals

The purpose of this assignment is to help you understand the historical perspectives and practices of management thought, their evolution, and their relevance and influence on our approach to management today.

Learning objectives

By the end of the assignment you should be able to

1. discuss a particular historical perspective/theory of management
2. articulate the underlying philosophies regarding human nature, motivation, and productivity driving the perspective
3. describe a contemporary example of management that exemplifies the historical perspective

Instructions

1. You will be assigned one of the following perspectives of management:
 - a. Scientific management
 - b. Administrative management
 - c. Behavioral management perspective
 - d. Human relations movement
 - e. Quantitative management
2. Conduct further research on your assigned perspective of management. In particular, your research should include:
 - ◁ • major contributors to the perspective, including the source and description of their contributions
 - ◁ • the philosophical bases of the perspective including:
 - i. assumptions about human nature and motivation
 - ii. expectations of employee response/responsibility
 - iii. the focus or ultimate goal of management
 - iv. discipline in which the perspective is rooted
 - ◁ • an example of contemporary management that reflects some of the aspects of the model
3. Develop a narrative that describes your findings in #2 above. Be sure to describe the location of the perspective in terms of its relation to other historical management approaches (for example, see Figure 2.1 on pg. 43 of your Kinicki/Williams textbook)
4. Create a table that presents your research organized into major categories. The basic format for the table, including major categories, is provided. However, you

may add additional categories based on the key elements you found in your research.

Format

The final presentation of the assignment should be a narrative that includes a table (format provided). Your narrative should be no longer than 5 double spaced pages and contain much more information than the table, including further examples and/or explanations of the information in each of the table cells. In addition, your narrative should include citations (APA style) for all the source material you used in your research.

Resources

The required reading for this assignment is Chapter 2 in your Kinicki/Williams textbook. In addition, you will need more specific resources that focus on the overall history of management and the particular perspective you are researching. Other management textbooks may offer some limited additional information, and additional resources that may serve as good starting points are posted on the Blackboard course website.

Due Date

You may be asked to make a brief oral presentation (3-5 minutes) of your perspective and you will turn in the written assignment on September 16, 2008.

Evaluation

Category	Score (H/M/L)
Identification of the philosophical bases of the perspective	
Evidence offered for description of philosophical bases	
Connection of perspective with contemporary example	
Overall paper structure	
Overall clarity of writing	