

Points of distinction	Classical approach	Neo Classical approach
Focus	Functions and economic demand of worker	Emotion and human qualities of workers
Structure	Impersonal and mechanistic	Social system
Application	Autocratic management and strict rule	Democratic process
Emphasize	Discipline and rationality	Personal security and social demand
Work goal of worker	Maximum remuneration and reward	Attainment of organization goal
Concept about men	Economic being	Social being
Content	Scientific management, administrative management, Bureaucratic management	Hawthorne experiment, human relation movement and organizational behaviour
Relation	Formal	Informal
Nature	Mechanistic	Organistic

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