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CHAPTER 2

The Evolution of Management Thought

CHAPTER OBJECTIVES

- **Identify** two key assumptions supporting the universal process approach and briefly **describe** Henri Fayol's contribution.
- **Discuss** Frederick W. Taylor's approach to improving the practice of industrial management.
- **Identify** at least four key quality improvement ideas from W. Edwards Deming and the other quality advocates.
- **Describe** the general aim of the human relations movement and **explain** the circumstances in which it arose.
- **Explain** the significance of applying open-system thinking to management.
- **Explain** the practical significance of adopting a contingency perspective.
- **Describe** what "management by best seller" involves and **explain** what managers can do to avoid it.

OPENING CASE

What are Zildjian's Secrets to Success?

Craigie Zildjian is head of The Zildjian Company, the world's largest cymbal maker and the oldest continuously family-run business in the U.S. (founded in 1623 in Turkey, now located in Norwell, MA). Her perspective on their recipe for success:

- Guided by core values:
 - o Continuous quality improvement
 - o Innovation
 - o Craftsmanship
 - o Customer collaboration

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Wolfgang Guggemos



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