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Requirement to establish the World Scientific Management Organization in Dubai

Dr. Mojtaba Ismailpour Roshan * (PhD student in Veterinary Medicine, Islamic Azad University, Garmsar Branch)
Abbas Afsari ** (Theoretical Physics Researcher) Dr. Davood Domiri Ganji *** (Professor, Noshirvani University of Technology, Babol)

Abstract

The school of scientific management, known as its founder Frederick Winslotilor, is the first definite step in the development of the foundations of scientific management theory in the United States and the Western world.

The philosophy of Taylorism, or the classical school of organization and management, is based on a one-dimensional view of man as an economic being.

The theories of Taylor's school of mechanics, which were based on limited experience in productive and commercial activities, sought the motivation of man to move and operate only in material and economic matters. [1]

The school of Taylorism considered man as one of the material and physical elements of the organization and considered the motivations and material factors of the work environment (such as facilitating the physical conditions of the work environment, working time, etc.) in order to motivate the employees of an organization. . From Taylor's point of view, organization was considered a closed system and unrelated to the environment. The Taylor school was based on four principles:

1. Discover the scientific method for each component of the work.
2. Utilizing the scientific method for employment.
3. Control and monitoring and encouragement and punishment system.
4. Collaboration and division of labor.

Taylorism and its followers believed that the efficiency and effectiveness of an organization's employees can and should be evaluated based on quantitative methods and within a set of standards obtained through experience and evaluation. [2]

Today, the school of scientific management, according to its mechanical attitudes and views (considering man as a mere element and material and economic being) and ignoring the spiritual motivations of employees and not paying attention to all factors affecting the behavior of individuals in organizations (which is entirely by The discovered sciences, based on the major economic, social, political and cultural characteristics of societies at different stages of growth and development, have little credibility and, contrary to their name, are considered unscientific schools.

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In the first decades of the twentieth century, Taylor's scientific management gained worldwide fame, in the former Soviet Union it became popular in manufacturing establishments (but in a more violent way) in manufacturing establishments.

But it must be fairly judged that the achievements of Taylorism in the field of scientific experience and how to increase the productivity and efficiency of the organization (even with a superficial and mechanical approach), attention to the use of quantitative methods in engineering economics, labor and timing, division of labor and effort in standardization In large economic-productive organizations, it has contributed to the evolution of organizational and management theories.

The task and role of managers in the age of globalization has become very serious and difficult. To solve complex problems caused by globalization, managers must be equipped with the knowledge of complexity and turmoil and have new capabilities and capacities. Organizations need to redesign their structures and processes based on global relationships and come up with a new plan for this era.

Managers of organizations must meet global and international requirements while meeting local, regional and national needs. In the field of globalization, they must not only be influenced by the forces of other countries, but also be able to influence other countries and adjust this interaction and mutual influence towards their ultimate goals. [3]

Global management efforts by reconciling the phenomena of localization and globalization, while maintaining regional identity, improve the position of the country and its organizations in a competitive world, and this is a great and serious mission that the managers of our time must fulfill. Forgive and there may be no other way to survive in a turbulent and changing world. [4]

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