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The One Best Way Frederick Winslow Taylor And The Enigma Of Efficiency

Steve M. Jex, Thomas W. Britt



The One Best Way Frederick Winslow Taylor And The Enigma Of Efficiency:

The One Best Way Robert Kanigel,1997 In the past man has been first In the future the System will be first predicted Frederick Winslow Taylor the first efficiency expert and model for all the stopwatch clicking engineers who stalk the factories and offices of the industrial world In 1874 eighteen year old Taylor abandoned his wealthy family s plans for him to attend Harvard and instead went to work as a lowly apprentice in a Philadelphia machine shop shuttling between the manicured hedges of his family s home and the hot cussing dirty world of the shop floor As he rose through the ranks of management he began the time and motion studies for which he would become famous and forged his industrial philosophy Scientific Management To organized labor Taylor was a slave driver To the bosses he was an eccentric who raised wages while ruling the factory floor with a stopwatch To himself he was a misunderstood visionary who under the banner of Science would confer prosperity on all and abolish the old class hatreds To millions today who feel they give up too much to their jobs Taylor is the source of that fierce unholy obsession with efficiency that marks modern life The assembly line the layout of our kitchens the ways our libraries fastfood restaurants and even our churches are organized all owe much to this driven man who broke every job into its parts sliced and trimmed and timed them and remolded what was left into the work of the twentieth century

The One Best Way Robert Kanigel,2005-01-14 The definitive biography of the first efficiency expert Frederick Winslow Taylor 1856 1915 was the first efficiency expert the original time and motion man the father of scientific management the inventor of a system that became known inevitably enough as Taylorism In the past the man has been first In the future the System will be first he predicted boldly and accurately Taylor bequeathed to us writes Robert Kanigel in this definitive biography a clockwork world of tasks timed to the hundredth of a minute Taylor helped instill in us the obsession with time order productivity and efficiency that marks our age His influence can be seen in factories schools offices hospitals libraries even kitchen design At the peak of his celebrity in the early twentieth century Taylor gave lectures around the country and was as famous as Edison or Ford To organized labor he was a slave driver to the bosses he was an eccentric and a radical To himself he was a misunderstood visionary whose one best way would bring prosperity to worker and boss alike Robert Kanigel s compelling chronicle takes Taylor from privileged Philadelphia childhood to factory floor to international fame telling the story of a paradigmatic American figure whose influence would be felt from the New Deal to Soviet Russia and remains pervasive even insidious today

The One Best Way Robert Kanigel,2005 The Mansion of Happiness Jill Lepore,2013-03-26 Renowned Harvard scholar and New Yorker staff writer Jill Lepore has written a strikingly original ingeniously conceived and beautifully crafted history of American ideas about life and death from before the cradle to beyond the grave How does life begin What does it mean What happens when we die All anyone can do is ask Lepore writes That s why any history of ideas about life and death has to be like this book a history of curiosity Lepore starts that history with the story of a seventeenth

century Englishman who had the idea that all life begins with an egg and ends it with an American who in the 1970s began freezing the dead In between life got longer the stages of life multiplied and matters of life and death moved from the library to the laboratory from the humanities to the sciences Lately debates about life and death have determined the course of American politics Each of these debates has a history Investigating the surprising origins of the stuff of everyday life from board games to breast pumps Lepore argues that the age of discovery Darwin and the Space Age turned ideas about life on earth topsy turvy New worlds were found she writes and old paradises were lost As much a meditation on the present as an excavation of the past *The Mansion of Happiness* is delightful learned and altogether beguiling

The Mantra of Efficiency
 Jennifer Karns Alexander, 2008-03-03 Winner 2010 Edelstein Prize Society for the History of Technology Efficiency associated with individual discipline superior management and increased profits or productivity often counts as one of the highest virtues in Western culture But what does it mean exactly to be efficient How did this concept evolve from a means for evaluating simple machines to the mantra of progress and a prerequisite for success In this provocative and ambitious study Jennifer Karns Alexander explores the growing power of efficiency in the post industrial West Examining the ways the concept has appeared in modern history from a benign measure of the thermal economy of a machine to its widespread application to personal behaviors like chewing habits spending choices and shop floor movements to its controversial use as a measure of the business success of American slavery she argues that beneath efficiency's seemingly endless variety lies a common theme the pursuit of mastery through techniques of surveillance discipline and control Six historical case studies two from Britain one each from France and Germany and two from the United States illustrate the concept's fascinating development and provide context for the meanings of and uses for efficiency today and in the future

Against Labor
 Rosemary Feurer, Chad Pearson, 2017-03-21 *Against Labor* highlights the tenacious efforts by employers to organize themselves as a class to contest labor Ranging across a spectrum of understudied issues essayists explore employer anti labor strategies and offer incisive portraits of people and organizations that aggressively opposed unions Other contributors examine the anti labor movement against a backdrop of larger forces such as the intersection of race and ethnicity with anti labor activity and anti unionism in the context of neoliberalism Timely and revealing *Against Labor* deepens our understanding of management history and employer activism and their metamorphic effects on workplace and society Contributors Michael Dennis Elizabeth Esch Rosemary Feurer Dolores E Janiewski Thomas A Klug Chad Pearson Peter Rachleff David Roediger Howard Stanger and Robert Woodrum

Blind Oracles Bruce Kuklick, 2013-10-24 In this trenchant analysis historian Bruce Kuklick examines the role of intellectuals in foreign policymaking He recounts the history of the development of ideas about strategy and foreign policy during a critical period in American history the era of the nuclear standoff between the United States and the Soviet Union The book looks at how the country's foremost thinkers advanced their ideas during this time of United States expansionism a period that culminated in the Vietnam War and d tente with the

Soviets Beginning with George Kennan after World War II and concluding with Henry Kissinger and the Vietnam War Kuklick examines the role of both institutional policymakers such as those at The Rand Corporation and Harvard's Kennedy School and individual thinkers including Paul Nitze McGeorge Bundy and Walt Rostow Kuklick contends that the figures having the most influence on American strategy Kissinger for example clearly understood the way politics and the exercise of power affects policymaking Other brilliant thinkers on the other hand often played a minor role providing at best a rationale for policies adopted for political reasons At a time when the role of the neoconservatives influence over American foreign policy is a subject of intense debate this book offers important insight into the function of intellectuals in foreign policymaking

The Oxford Handbook of Management Adrian Wilkinson, Steven J. Armstrong, Michael Lounsbury, 2017 Management the pursuit of objectives through the organization and coordination of people has been and is a core feature and function of modern society Some classic forms of corporate and bureaucratic management may be seen as the prevalent form of organization and organizing in the 20th century but in the post Fordist global knowledge driven contemporary world we are seeing different patterns principles and styles of management as old models are questioned The functions ideologies practices and theories of management have changed over time as recorded by many scholars and may vary according to different models of organization and between different cultures and societies Whilst the administrative corporate or factory manager may be a figure on the wane management as an ethos organizing principle culture and field of academic teaching and research has increased dramatically in the last half century and spread throughout the world The purpose of this Handbook is to analyse and explore the evolution of management the core functions and how they may have changed its position in the culture zeitgeist of modern society the institutions and ideologies that support it and likely challenges and changes in the future This book looks at what management is and how this may change over time It provides an overview of management its history development context changing function in organization and society key elements and functions and contemporary and future challenges

Logistics and Power Susan Zieger, 2025-09-09 From supply chains to surveillance how logistics drives modern power and its consequences Movement is the lifeblood of capital even more so than growth If goods people and information don't flow then profits don't either Ensuring that laborers shipping containers media commercially valuable data and much else are in the right place at the right time demands a subtle choreography Enter logistics Susan Zieger argues that logistics is the foundation of power in our time Blending detailed historical research with real life stories that crystallize the human and ecological consequences of supply chains *Logistics and Power* shows how the pursuit of efficient movement has come to organize economies while disordering societies and selves Logistics emerges as the key to consumerism and the experience of work It justifies corporate and police surveillance illuminates patterns of migration and exploitation and explains why the oceans are clogged with plastic It is in the sphere of logistics that capitalist motives are most dramatically in tension with planetary needs A headfirst encounter with the obscure forces subordinating

all goals below those of capital Logistics and Power points the way to an alternative a mindful and politically attentive kind of movement compatible with human thriving Defining Management Lars Engwall, Matthias Kipping, Behlül

Üsdiken, 2016-06-10 Defining Management charts the expansion of management as an idea and practice from a time when it was limited to churches and households to its current ubiquity focusing in particular on the role of business schools consultants and business media in this process How did an entire industry develop around business schools consultants and business media who are now widely considered the authorities regarding best management practice This book shows how these actors on their own and in interaction became taken for granted and gained such definitional power over management and managers expanded across the globe from often modest and not always respected origins and impacted and continue to impact businesses and increasingly the broader economic and social context Building on extant and some new research the book is unique in bringing together issues and actors that have been examined elsewhere separately Any student or professional of management interested in the evolution of their field or the rise of business schools consultants and business media will find this book both novel and thought provoking **Organizational Psychology** Steve M. Jex, Thomas W.

Britt, 2014-12-22 The foundation of organizational psychology updated to reflect the changing workplace Organizational Psychology A Scientist Practitioner Approach Third Edition provides students with a thorough overview of both the science and practice of organizational psychology Reflecting changes in the global workplace the third edition expands coverage of the effects of technology on processes and personnel the generalizability of theories across cultures including organizational climate and employee health and well being The new edition retains the hallmark features of the text and Expanded coverage of the pervasive effects of technology on the social environment of work including virtual work and the impact of social media More graphics including tables and charts to help students understand and remember various related concepts and theories Includes a unique full chapter on research methods and the use of statistics in understanding organizations New chapter on the work non work interface including consideration of both employees life stages and changes over their careers Provides Instructors with comprehensive presentation and testing materials More on ethics in light of relatively recent scandals in corporations and in politics Expanded coverage throughout on cross cultural issues and diversity in organizations Additional readings facilitate in depth learning Industrial and organizational psychologists contribute to the success of an organization by improving the performance satisfaction and well being of employees By identifying how behaviors and attitudes can be improved through hiring practices training programs and feedback and management systems I O psychologists also help organizations transition during periods of change and development Organizational Psychology A Scientist Practitioner Approach Third Edition is a comprehensive guide to the theory and application of behavioral science in the workplace

Accounting for Slavery Caitlin Rosenthal, 2019-10-15 A Five Books Best Economics Book of the Year A Politico Great Weekend Read Absolutely compelling Diane Coyle The evolution of modern management is usually associated with good old

fashioned intelligence and ingenuity But capitalism is not just about the free market it was also built on the backs of slaves Forbes The story of modern management generally looks to the factories of England and New England for its genesis But after scouring through old accounting books Caitlin Rosenthal discovered that Southern planter capitalists practiced an early form of scientific management They took meticulous notes carefully recording daily profits and productivity and subjected their slaves to experiments and incentive strategies comprised of rewards and brutal punishment Challenging the traditional depiction of slavery as a barrier to innovation Accounting for Slavery shows how elite planters turned their power over enslaved people into a productivity advantage The result is a groundbreaking investigation of business practices in Southern and West Indian plantations and an essential contribution to our understanding of slavery's relationship with capitalism Slavery in the United States was a business A morally reprehensible and very profitable business Rosenthal argues that slaveholders were using advanced management and accounting techniques long before their northern counterparts Techniques that are still used by businesses today Marketplace Rosenthal pored over hundreds of account books from U S and West Indian plantations She found that their owners employed advanced accounting and management tools including depreciation and standardized efficiency metrics Harvard Business Review *The Invisible Handcuffs of Capitalism* Michael Perelman,2011-01-27 Mainstream or more formally neoclassical economics claims to be a science But as Michael Perelman makes clear in his latest book nothing could be further from the truth While a science must be rooted in material reality mainstream economics ignores or distorts the most fundamental aspect of this reality that the vast majority of people must out of necessity labor on behalf of others transformed into nothing but a means to the end of maximum profits for their employers The nature of the work we do and the conditions under which we do it profoundly shape our lives And yet both of these factors are peripheral to mainstream economics By sweeping labor under the rug mainstream economists hide the nature of capitalism making it appear to be a system based upon equal exchange rather than exploitation inside every workplace Perelman describes this illusion as the invisible handcuffs of capitalism and traces its roots back to Adam Smith and his contemporaries and their disdain for working people He argues that far from being a basically fair system of exchanges regulated by the invisible hand of the market capitalism handcuffs working men and women and children too through the very labor process itself Neoclassical economics attempts to rationalize these handcuffs and tells workers that they are responsible for their own conditions What we need to do instead Perelman suggests is eliminate the handcuffs through collective actions and build a society that we direct ourselves **F. W. Taylor** John Cunningham Wood,Michael C. Wood,2002 Following the volumes on Henri Fayol this next mini set in the series focuses on F W Taylor the initiator of scientific management Taylor set out to transform what had previously been a crude art form in to a firm body of knowledge **The Psychology of Working Life** Toon Taris,2018-04-09 What motivates us to do a good job When does the pressure of work impact upon our health and well being How can employers choose the right candidates The Psychology of Working Life

shows how whether we like it or not the way we work and our feelings about it play a fundamental role in overall well being From the use of psychometrics in recruiting the right candidate to making working life more efficient the book illustrates how work in industrialized societies continues to be founded upon core psychological ideas Motivation and job satisfaction have become recognized as key to job design and The Psychology of Working Life suggests that changing the way we work can impact on our stress levels overall health and productivity A Day in a Working Life Gary Westfahl,2015-04-21 Ideal for high school and college students studying history through the everyday lives of men and women this book offers intriguing information about the jobs that people have held from ancient times to the 21st century This unique book provides detailed studies of more than 300 occupations as they were practiced in 21 historical time periods ranging from prehistory to the present day Each profession is examined in a compelling essay that is specifically written to inform readers about career choices in different times and cultures and is accompanied by a bibliography of additional sources of information sidebars that relate historical issues to present day concerns as well as related historical documents Readers of this work will learn what each profession entailed or entails on a daily basis how one gained entry to the vocation training methods and typical compensation levels for the job The book provides sufficient specific detail to convey a comprehensive understanding of the experiences benefits and downsides of a given profession Selected accompanying documents further bring history to life by offering honest testimonies from people who actually worked in these occupations or interacted with those in that field

The Enchantments of Mammon Eugene McCarraher,2019-11-12 Eugene McCarraher challenges the conventional view of capitalism as a force for disenchantment From Puritan and evangelical valorizations of profit to the heavenly Fordist city the mystically animated corporation and the deification of the market capitalism has hijacked our intrinsic longing for divinity laying hold to our souls The Tycoons Charles R. Morris,2005-10-07 The modern American economy was the creation of four men Andrew Carnegie John D Rockefeller Jay Gould and J P Morgan This narrative vividly brings these four men and their impact to life **The Thought of Work** John W. Budd,2011-10-15 What is work Is it simply a burden to be tolerated or something more meaningful to one s sense of identity and self worth And why does it matter In a uniquely thought provoking book John W Budd presents ten historical and contemporary views of work from across the social sciences and humanities By uncovering the diverse ways in which we conceptualize work such as a way to serve or care for others a source of freedom a source of income a method of psychological fulfillment or a social relation shaped by class gender race and power The Thought of Work reveals the wide ranging nature of work and establishes its fundamental importance for the human experience When we work we experience our biological psychological economic and social selves Work locates us in the world helps us and others make sense of who we are and determines our access to material and social resources By integrating these distinct views Budd replaces the usual fragmentary approaches to understanding the nature and meaning of work with a comprehensive approach that promotes a deep understanding of how work is understood experienced and

analyzed Concepts of work affect who and what is valued perceptions of freedom and social integration identity construction evaluations of worker well being the legitimacy and design of human resource management practices support for labor unions and labor standards and relationships between religious faith and work ethics By drawing explicit attention to diverse implicit meanings of work The Thought of Work allows us to better understand work to value it and to structure it in desirable ways that reflect its profound importance

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