

MODERN ORGANISATIONS AND FAYOLISM

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Abstract

Henri Fayol is widely considered to be the father of administrative management theory which focussed on the development of broad administrative principles that were applicable to general and higher managerial levels. Though his contribution to the field of management sciences is indispensable, it is argued that some of the fourteen principles propounded by him are rather outmoded due to the way the present-day organisations conduct their business.

Keywords: Fayol, Fayolism, management, administration, organisation, management theory

Introduction

Henri Fayol published his ideas on administration and management (Narayanan & Nath, 1993) about a century ago based on his experience as a Mining Engineer in France (Witzel, 2003). It was proposed that there were five primary functions of management and fourteen principles of management (Fayol, 1917). The fourteen principles of management were synthesised as follows (Vlett, 2014):

1. Division of Work
2. Authority and Responsibility
3. Discipline
4. Unity of Command
5. Unity of Direction
6. Subordination of Individual Interest
7. Remuneration
8. The Degree of Centralization
9. Scalar Chain
10. Order