

SUBJECT:**History of Management Thought****HOURS: 8****ECTS: 1**

Name/title of the author:

Course Description:

It is a common phenomenon that several theoretical ideas, practical solutions and methods and methodologies of management are partly repeating the concepts presented in the past. In addition, better understanding of previous ideas stimulate innovativeness. Therefore it is important to teach the practitioners and theoreticians about most significant ideas of management developed in the past.

The course is focused on providing the students with knowledge and understanding of the ideas of management throughout the history of various human civilizations. Due to specificity of development of management, more attention will be given to the development of management theory and practice since the 19th Century.

During the course, the main universal and specific theoretical ideas, practical applications and evolution of management methodology will be presented. The period of consideration – beginning from initial universal solutions found in multiple ancient human civilizations and ending with recent trends in management theory and practice in the early 21st Century.

Learning Outcomes
(skills and knowledge):

The aim of the course is to provide the students with a deepened knowledge of development of management – theory, methodology and practical applications since the early periods of human civilization till the 21st Century.

After the course, the students will know the main issues related to the history of management theory and practice:

1. Foundations of theory of management
2. Main trends of management theory
3. Main factors stimulating development of management theory and practice
4. Effectiveness as the main stimulant of management development
5. New role of strategy in management
6. Increasing role of intangible assets in management
7. Changes of methodology of management

After the course, the students will possess the following skills relating to the history of management theory and practice:

1. Understanding of main ideas of management
2. Understanding the role of main factors stimulating development of management theory and practice
3. Ability to consider old and new ideas of management in theoretical research and in practical applications
4. Ability to identify the genuine elements of novelty and innovativeness in new ideas developed in management theory and practice

Course Content:

1. Beginnings of management in Antiquity: An introduction
 - 1.1. Egypt, Babylon
 - 1.2. Greece, Rome
 - 1.3. China
 - 1.4. Americas
2. Middle Ages and Renaissance

- 2.1. Europe
- 2.2. Asia
- 2.3. Americas
3. Industrial Revolution
 - 3.1. Ideology and management
 - 3.2. Management and technology
 - 3.3. First scientific ideas of management practice and theory (Adam Smith, Robert Owen, Charles Babbage)
4. Beginnings of scientific management
 - 4.1. Management and practice in the USA (F. Taylor, H. Gantt, F. and L. Gilbreths, M. P. Follet, H. Ford)
 - 4.2. Management in Europe (H. Fayol, H. Le Châtelier, M. Weber)
 - 4.3. Management thought in Poland – 1895 – 1938 (K. Adamiecki, L. Rytel, S. Bieńkowski)
 - 4.4. Management thought in Eastern Europe – T. Bata (Czechoslovakia), Alexander Bogdanov (Malinowski) - Russia
5. Schools of management theory
 - 5.1. Classical school
 - 5.2. Human relations
 - 5.3. Management systems
 - 5.4. Quantitative school – operations research
 - 5.5. Cybernetics and systems approach
 - 5.6. Information systems theory and practice
 - 5.7. Behavioral school
 - 5.8. Contingency approach
 - 5.9. Praxiological school – international and Polish contribution
6. Trends in management thought in 20th and 21st Century: Continuation and development of classical management
 - 6.1. Managerial revolution: Developing and utilization of resources
 - 6.2. New understanding of organization systems (processes, networks)
 - 6.3. Understanding change in management
 - 6.4. Development of strategic management – strategy, environment, competitiveness
 - 6.5. The impact of Japanese management – new patterns of management and the role of quality management
7. Trends in management thought in 20th and 21st Century: A survey of new ideas
 - 7.1. Management in globalizing world
 - 7.2. Corporate culture and cultural environment of companies
 - 7.3. Management and governance
 - 7.4. The impact of constructivism, postmodernism, etc.
 - 7.5. Constructivist methodology
 - 7.6. Critical management thinking

Methods of Instruction:

Lectures, discussion, case studies - prepared by the lecturers as well as by the students, presentations by students.

Assessment policy (examination):

Examination (written), case studies, discussion, activity and attendance

References:

- Ćwiklicki M., 2011. Ewolucja metod organizatorskich (Evolution of Management Methods – in Polish). Seria: Zeszyty Naukowe - Uniwersytet Ekonomiczny w Krakowie. Seria Specjalna, Monografie, nr 203, Wydawnictwo Uniwersytetu Ekonomicznego, Kraków.
- George C.S. Jr., 1972. The History of Management Thought (Englewood Cliffs, NJ: Prentice Hall, 1972).
- Martyniak Z., Historia myśli organizatorskiej. Wybitni przedstawiciele szkoły klasycznej do roku 1940 (History of Management Thought. Leading Representatives until 1940 – in Polish), Akademia Ekonomiczna, Kraków 1996.
- Tipton F. B., 2007. Asian firms : history, institutions and management, Edward Elgar, Cheltenham, Northampton.

Witzel M., Warner M., 2013. The Oxford Handbook of Management Theorists, Oxford University Press, Oxford.

Wren D. A., Bedaian A. G., 2009, The Evolution of Management Thought, John Wiley & Sons, Hoboken, NJ.

Additional sources – textbooks, journals, websites will be provided during the course.