

VERTICAL LEARNING CURVE

# History of Management Thought

---

Course Description

2/5/2010



## Contents

---

<b>CONTENTS</b> .....	<b>2</b>
<b>OVERVIEW</b> .....	<b>3</b>
<b>COURSE OUTLINE</b> .....	<b>4</b>
<b>COURSE TEXT</b> .....	<b>5</b>
<b>RECOMMENDED READINGS AND RESOURCES</b> .....	<b>6</b>
<b>CREDITS – KEITH HARMAN, PH.D.</b> .....	<b>8</b>

# History of Management Thought

---

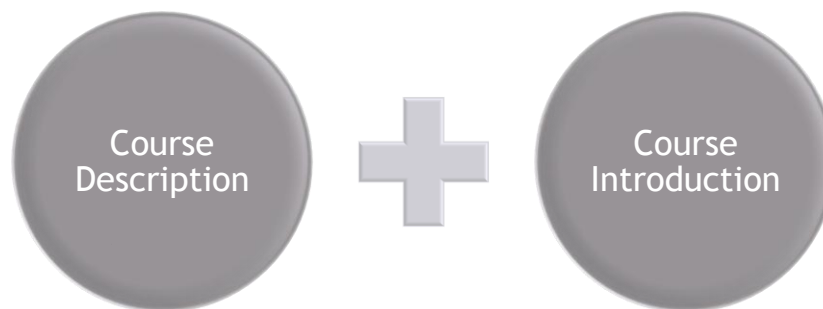
## Overview

---

This course provides an overview of major schools or perspectives of management theory. The focus is upon the disciplinary foundations of management theory as well as the impact of historical context upon the development of management theory. The course also focuses upon the rise of the concept of management as a distinct profession.

This course has [6 modules](#), each focusing on a unique topic with unique objectives for your knowledge, skill, and values. Modules are given *different* priority, and so are not always equal in length, difficulty, or grading weight. Failing a module will result in immediate repetition of that module.

To enroll in this course, you must read this **Course Description** and the [Course Introduction](#).



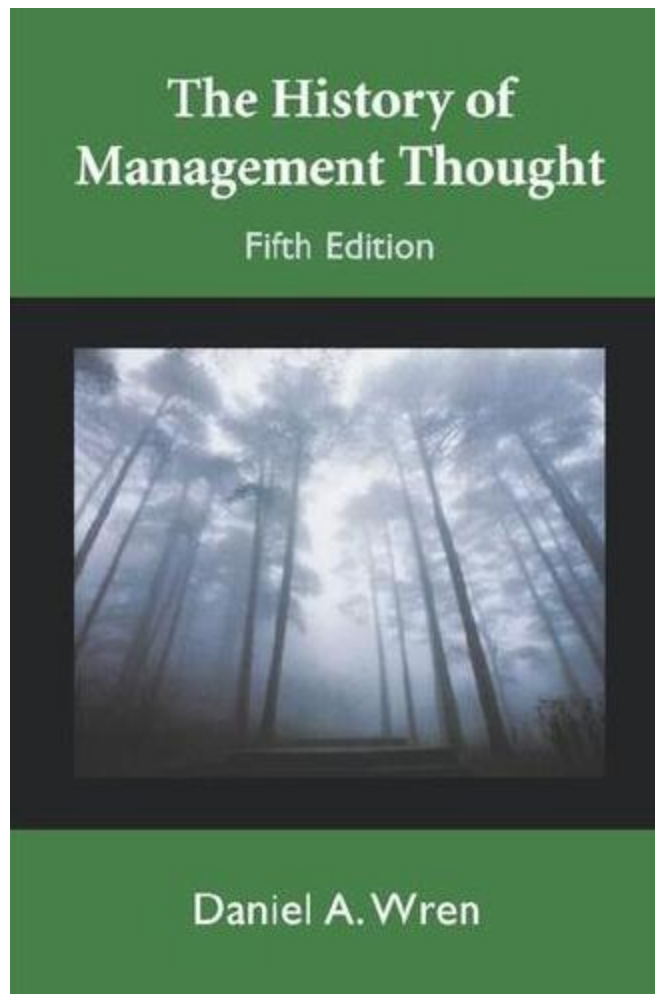
## Course Outline

---

<b>Module</b>	<b>Issues + Resources</b>
<b>1</b>	Early Management Theory <ul style="list-style-type: none"><li>▪ Tzu and Machiavelli</li><li>▪ “Great Man” or Leader Train Paradigm</li><li>▪ Taylor and Scientific Management</li><li>▪ Mayo and the Human Relations School</li><li>▪ Weber and Bureaucracy</li></ul>
<b>2</b>	Transferability and Management Science <ul style="list-style-type: none"><li>▪ Historical Portraits</li><li>▪ Management Science and Operations Research</li><li>▪ Management as a Profession, with universally applicable or transferable skills</li><li>▪ Disciplinary Foundations Underpinning Management Theory</li></ul>
<b>3</b>	Anthropology, Sociology, and Psychology <ul style="list-style-type: none"><li>▪ Organizational Theory</li><li>▪ Organizational Culture</li><li>▪ Industrial/Organizational Psychology</li><li>▪ Learning in Organizations</li></ul>
<b>4</b>	Current Trends in Management Theory <ul style="list-style-type: none"><li>▪ Quality and Excellence Movements</li><li>▪ Juran</li><li>▪ Deming</li><li>▪ Peters and Waterman</li><li>▪ Shewhart</li><li>▪ Six Sigma and ISO</li><li>▪ Balanced Scorecard</li><li>▪ Sustainability</li></ul>
<b>5</b>	Contemporary Contributions <ul style="list-style-type: none"><li>▪ Socio-Technical/Systems Perspective</li><li>▪ Information Processing Perspective</li><li>▪ Corporate Governance</li></ul>
<b>6</b>	Final Exam

## Course Text

---



**Text:**

The History of Management Thought, 5<sup>th</sup> Edition

**Author:**

Daniel A Wren

**Purchase Link for electronic version:**

<http://www.xanedu.com/login.shtml?PackId=289667>

**Price:**

\$92.00 USD

(Purchasing the Entire Library Plan is required to obtain this text. Price subject to change.)

## Recommended Readings and Resources

- <http://www.questia.com/Index.jsp>
- <http://www.managementhelp.org/>
- A comprehensive Business Management Glossary  
<http://management.about.com/cs/begintomanage/1/blglossary.htm>
- Taylor's *The Principles of Scientific Management*  
<http://www.ibiblio.org/eldritch/fwt/ti.html>
- "Henry Dennison, Elton Mayo, and Human Relations Historiography" by Kyle Bruce. This is from *M&OH Management & Organizational History* a new journal  
<http://moh.sagepub.com/cgi/content/abstract/1/2/177> (full text article in pdf)
- "Managing Yourself" by Peter F. Drucker from "Best of HBR" available in html and pdf format  
<http://www.cs.iastate.edu/~daleili/Peter%20Drucker%20-%20Managing%20Oneself.pdf>
- Excerpt from Weber's *Wirtschaft und Gesellschaft*, part III, chap. 6  
<http://www2.pfeiffer.edu/~lridener/DSS/Weber/BUREAU.HTML>
- Condensation of the 14 points from *Out of the Crisis* by Deming, this is linked to the Deming Institute pp. 650-78  
<http://www.deming.org/theman/teachings02.html>
- "Human Change by Design"  
Excerpts from a conversation with Robert Blake (of Blake and Mouton). The article originally appeared in the *Healthcare Forum Journal*, July-August 1992, Vol. 35, #4  
<http://www.well.com/user/bbear/blake.html>
- Concepts of organizational learning as discussed in *The Dance of Change* and features an interview with Peter Senge. This is a page sponsored by the Society for Organizational Learning.  
[http://www.solonline.org/organizational\\_overview/](http://www.solonline.org/organizational_overview/)
- Essay on Lewin's theory of change written by Edgar Schein one of the "founders" of organizational psychology.  
[http://www.a2zpsychology.com/ARTICLES/kurt\\_lewin's\\_change\\_theory.htm](http://www.a2zpsychology.com/ARTICLES/kurt_lewin's_change_theory.htm)
- "Professor Chandler's Revolution" by Art Kleiner originally published in *Strategy + Business* Second Quarter 2002. This is also available in pdf version.  
<http://www.well.com/user/art/s%20Bb22002cm.html>
- Gibson, J.W., et al. (1999). "The role of management history in the management curriculum:1997." *Journal of Management History*, 5 (5), 277-285.
- Kantrow, A. (ed). (1986). "Why history matters to managers." *Harvard Business Review*, January-February, 81-88.
- Warren, R. & Tweedale, G. (2002). "Business ethics and business History: Neglected Dimensions in management education." *British Journal of Management*, 13, 209-219.
- This is a link to a variety of resources including links to associations and societies that focus upon a particular management theorist or "school" of theorists.

<https://www.baker.edu/departments/leadership/mgthistory/index.html>

- Roth, W.(1998). *Evolution of management theory: Past, present, future*. Boca Raton, FL: CRC Press.
- Wren, Daniel A. (2004). *The history of management thought*. (5<sup>th</sup> ed.). New York: John Wiley & Sons.

---

## Credits - Keith Harman, Ph.D.

---

**Keith Harman**

**Professor of Business**

[keith.harman@okbu.edu](mailto:keith.harman@okbu.edu)

**OBU Box 61737**

**500 W. University**

**Shawnee, OK 74804**

**Bailey Business Center 236**

**405.878.3283**

Keith Harman is Professor of Business in the Paul Dickinson School of Business at Oklahoma Baptist University. He joined OBU in fall of 2006. Prior to arriving on Bison Hill, Dr. Harman taught at Southeast Missouri State University, National-Louis University, and North Central University. A native of Del City, Oklahoma, Harman completed a B.S. degree in Social Studies from the University of Oklahoma, an M.Ed. degree in vocational education from the University of Oklahoma, a Ph.D. degree in higher education management at the University of Oklahoma, and a M.A. degree in finance and operations management from Webster University. He also participated in a post-doctoral study program at MIT and later at the U.S. Army War College.

### **Educational Background:**

B.S., University of Oklahoma

M.S., University of Oklahoma

M.A., Webster University

Ph.D., University of Oklahoma

Post-Doctoral Study, MIT in Cambridge, MA

### **Courses Taught:**

BTEC 1103: Fluency in Information Technology

BTEC 1123: Business Problem Analysis

MGMT 3453: Production and Project Management

### **Selected Publications and/or Professional Activities:**

Dr. Harman has published extensively. His research areas of interest include learning objects and knowledge management, online education, scholarly communication, and valuation of intellectual property. He serves as Editor of The Interdisciplinary Journal of Doctoral Studies ([www.ijds.org](http://www.ijds.org)), Co-editor of The Interdisciplinary Journal of Knowledge and Learning Objects ([www.ijklo.org](http://www.ijklo.org)), and Co-Editor of The Interdisciplinary Journal of Information, Knowledge, and Management ([ijikm.org](http://ijikm.org)).