**Taylor’s Scientific Management Principles**

Taylor proposed the following scientific management principles:

* **Science, Not Rule of Thumb**

Managers make decisions based on their judgments as a rule of thumb. Taylor claims that even minor industrial activities may be organised appropriately. This will assist in saving both time and human energy. Decisions must be based on scientific research that includes cause and effect linkages.

* **Harmony, Not Discord**

Taylor underlined the need for total harmony between staff and management. Any dispute between them harms either the employees or the management. Both management and employees must recognize the value of the other.

* **Mental Revolution**

The Mental Revolution approach entails a shift in the attitudes of staff and supervisors toward one another. Both parties must recognize the value of the other and act in tandem. Both management and employees should strive to raise the organisation’s revenues. Workers must make reasonable efforts to ensure that the firm profits and management share a portion of the earnings with the workers. As a result, mental revolution necessitates a total shift in both management and labour mindsets.

* **Cooperation, Not Individualism**

This idea, which is an outgrowth of the concept of ‘Harmony, not Discord,’ emphasises reciprocal collaboration between employees and management. Cooperation, mutual trust, and a spirit of generosity should exist among managers and employees. The goal is to replace internal rivalry with collaboration.

* **Individual growth to achieve maximum efficiency and profitability**

To a large part, the efficiency of every organisation is determined by the talents and competencies of its people. As a result, providing workers with training was deemed necessary for them to understand the best way established via a scientific methodology. To achieve efficiency, actions should be made, beginning with the personnel selection process. Workers should be chosen using scientific methods.

**Taylor’s Technique of Scientific Management**

Fedrick Winslow Taylor imposed various scientific management techniques to enhance workers’ productivity and the functioning of organisations. These techniques were mainly proposed for the manufacturing and production industry. Let’s learn about these techniques in detail.

1. **Functional Foremanship**: Taylor believed that to improve operational activities, it is necessary to have tactical skills, intelligence, knowledge, education, energy, leadership, honesty, and good health. He knew that it is difficult for an individual to possess all these skills at a time.

Therefore, he divided managerial activities into two parts, i.e., planning and production. Moreover, he suggested obtaining four clerks under each in charge who hold expertise in their respective areas so that charges are not overburdened.

1. **Work-study**: The work-study was proposed to analyse the details of human work and investigate various factors like time study, motion study, fatigue study, and method study.
2. **Standardisation of tools and Equipment**: Taylor suggested improving the standardisation of tools and couplings to reduce production costs and enhance material quality in the production process.
3. **Scientific task setting**: Taylor felt the need to introduce a scientific task setting to decide a payday’s work for a worker. Eventually, the method can help prevent the workers from performing functions, not in their capacity.
4. **The scientific setting of wage rates**: Fedrick Winslow Taylor suggested fixing workers’ wages to produce the standard output. Therefore, he gave an idea to introduce a different piece wage system.
5. **Scientific selection and training**: A systematic selection procedure should be done so that the organisation can get its potential workers. It includes the employee’s selection, training, experience, and efficiency.
6. **Differential piece-rate plan**: The different piece-rate plan was suggested to attract the workers to contribute to the organisation. Taylor suggested paying wages to the workers based on their capability and the amount of production done daily.