

rg
by M H

Submission date: 06-Apr-2020 12:38AM (UTC+0200)

Submission ID: 1290327998

File name: New_Management_Paradigm_And_Taylor.edited.docx (14.12K)

Word count: 378

Character count: 2283

New Managerial Paradigm and Taylor's Management Model

Student's Name

Instructor's Name

Date

New Managerial Paradigm and Taylor's Management Model

The new managerial paradigm comprises coordinating companywide management operations through employee work division and classification based on management evaluations and principles formulation while ³ Taylor's management model focuses on the employees' and managers' efficiency at operational level to achieve a specific objective through laid down static procedures (Holmes, 2016). Taylor's model vests power on a few individuals who control the vast majority to attain desired results.

Nevertheless, the new managerial paradigm is the novel way of firm management most company managers are embracing. This new company leadership values sharing, workers collaboration as well as service over self-interest elements of Taylorism. It regards the bottom level individuals in an organization by offering them a choice of customer service. Similarly, it subjects everyone irrespective of position to the same interactive regulations, processes for company milestones as well as reward systems.

Intrinsically, the new paradigm values customer satisfaction which is critical to the company's success and deems an organization to be a single system comprising of inter-reliant processes for products and services development (Fundin et al., 2019). All business firms which embrace this paradigm integrate their departments to reach a common goal. Equally, the new paradigm values activity delegation to efficient teams contrary to the quantified mode of activities coordination dictated by Taylor's model.

While Taylor's model restricts information flow in an organization only through '*who need to know*', the new paradigm profoundly thrives in the context of information sharing. It is through the latter that progressive managers empower all and sundry in the firm thus increasing

teamwork. In addition, information is made to freely flow across all ranks in a firm paving way for profound ideas that could have been suppressed, a chance to blossom in the open.

In conclusion, although the new management upholds organizational learning and through which firms attain significant contributions to management, the paradigm's application is contentious. Besides, doubtful issues arise as to whether it applies to all organizations as well as all circumstances.

References

- 1 Fundin, A., Backström, T., & Johansson, P. E. (2019). Exploring the emergent quality management paradigm. *Total Quality Management & Business Excellence*, 1-13.
- Holmes, L. (2016). *Re-Tayloring management: Scientific management a century on*. Routledge.

ORIGINALITY REPORT

10%	4%	5%	10%
SIMILARITY INDEX	INTERNET SOURCES	PUBLICATIONS	STUDENT PAPERS

PRIMARY SOURCES

1	Submitted to Dallas Baptist University Student Paper	5%
2	Submitted to Birkbeck College Student Paper	3%
3	Submitted to Glasgow Caledonian University Student Paper	2%

Exclude quotes	Off	Exclude matches	Off
Exclude bibliography	Off		