



# The Principles of Scientific Management

*Frederick Winslow Taylor*

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## **The Principles of Scientific Management** Frederick Winslow Taylor

The Principles of Scientific Management is a monograph published by Frederick Winslow Taylor in 1911. This influential monograph, which laid out the principles of scientific management, is a seminal text of modern organization and decision theory and has motivated administrators and students of managerial technique. Taylor was an American manufacturing manager, mechanical engineer, and then a management consultant in his later years. He is often called "The Father of Scientific Management". His approach is also often referred to as Taylor's Principles, or Taylorism.

He listed three goals for the work:

First. To point out, through a series of simple illustrations, the great loss which the whole country is suffering through inefficiency in almost all of our daily acts.

Second. To try to convince the reader that the remedy for this inefficiency lies in systematic management, rather than in searching for some unusual or extraordinary man.

Third. To prove that the best management is a true science, resting upon clearly defined laws, rules, and principles, as a foundation. And further to show that the fundamental principles of scientific management are applicable to all kinds of human activities, from our simplest individual acts to the work of our great corporations, which call for the most elaborate cooperation. And, briefly, through a series of illustrations, to convince the reader that whenever these principles are correctly applied, results must follow which are truly astounding.

Frederick Winslow Taylor (1856-1915), widely known as F. W. Taylor, was an American mechanical engineer who sought to improve industrial efficiency. He is regarded as the father of scientific management, and was one of the first management consultants. Taylor was one of the intellectual leaders of the Efficiency Movement and his ideas, broadly conceived, were highly influential in the Progressive Era.

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