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Scientific management, Taylor's scientific management, or Taylorism, if applied in any business or organisation, makes the top notch of management cognizant of what their employees want to do. Besides, Taylorism is all about analysing whatever the employees do; they do it in the cheapest possible way (Aitken, 2014). The main objective of Taylorism or scientific management is to accomplish the works swiftly, attain organisational goals effectively and efficiently, and to improve economics efficiently; especially by labour productivity. Taylorism refers to economic optimisation approach, i.e. scientific management as a byproduct rendered the part of the workers to be no different from that of other raw materials in a production process (Jones, 2000). The majority of responsibility and accountability were with the managers and not empowered into the people.

The main target of scientific management theory is; how effective the workers within the organisation and how do workers' performance render the production of any organisation. The most important tenet of Taylorism is that it incorporates technology, and therefore the workers are considered as the adjuncts to machines. Taylor’s theory of management includes an ideal workplace that includes a hierarchical structure, employee specialisation, and key performance incentives (Waring, 2016). There are other versions, and disagreements to this baseline theory originated from Frederick W. Taylor in the mid 1800s, and some scholars refer to it as Scientific, Bureaucratic, and Administrative in nature. Scientific management looks for the right man for the right job, i.e. workers are assigned work based on their capability and motivation. Taylorism also seeks to train the worker for a specific job for maximum output (Landsberger, 1958). Taylorism distribute the work between the management and workers to ensure that both – managers and workers – use the most effective ways of working.

The impact of Taylorism on a nonprofit organisation is significant as long as the activities relate directly to their mission. Nonprofit organisations cover an enormous range of corporations, from the big private foundations like the Ford Foundation to hospitals that operate on government grants. Through scientific management, nonprofit organisations operate on endowments and use the income from investments to pay their staff and provide programs. Some charge fees for their services (Anheier, 2000). All the ticket sales from a community theatre go into their operating budget, paying some of the costs for rehearsal space, the salaries of actors and lighting technicians, and administrative costs. Scientific management aids nonprofit organisations to earn money and many ways for them to spend it. Rent, utilities, supplies, transportation, salaries and benefits and payroll taxes (Anheier, 2000). The thing they can't do is pay board members or distribute dividends to stockholders. Any profits they make must be reinvested in the mission of the organisation in one way or another.

Human relations refer to the analysis of the behaviour of employees for improving interpersonal relationships among employees. Even though a company is an entity on its own, management is a group of individuals who takes care of the company's wellbeing. Human relations or HR is part of the management, and this approach seems to be due to the diverse function of management (Noe, Hollenbeck, Gerhart, & Wright, 2017). On the one hand, aggression is part of manufacturing sales marketing and advertising, and a more sober approach is towards people management. Human relations management and scientific management are two opposite ends of the spectrum of management (Redmond, 2006). Scientific management, as explained earlier, solely focuses on how to get the work done by the workers. On the contrary, human relation management stresses upon the employee motivation, behaviour, and development of organisation.

In the contemporary job market, many nonprofits struggle to keep staff. Turnover can be a major challenge as many state governments have not fully recovered from the recession and have cut funds repeatedly for human services, in particular. This has kept wages at or just above minimum wage. Now that wages are beginning to rise in the private sector, there is added pressure on nonprofit HR departments to recruit and maintain staffing (Anheier, 2000). Turnover also brings challenges to both onboardings (there is more of it) and training to build skills. Short term employees are very expensive in that training effort and expense is largely wasted. Ongoing struggles to provide some semblance of benefits is also an HR challenge, particularly with the destruction of the Affordable Care Act and reduction of subsidies for health insurance for low wage earners.

As far as the impact of human relations on the nonprofit organisation is concerned; The structure of a nonprofit organisation is almost similar to that of a for-profit organisation. However, nonprofit organisations run on a lean budget and the team roles more often than not overlaps with each other. Public relations team in nonprofit organisation consists of people with marketing and fundraising skills. They are responsible for keeping the organisation and its goals sustainable. This team also ensures that the Brand name of the Nonprofit organisation is recognised in the positive light by the public and more and more people believe in the cause. Besides, human relations management in any nonprofit organisation carries out the core goals and functions of the nonprofit organisation. It consists of people with various specialisations (Rojas, 2000). They organise various wellness and charity drives that benefit the community. Nonprofit organisations can get the majority of their funds through subscription fees and membership fees. The negative impact of human relations management on nonprofit organisations is; they risk their employees easily swayed by personal opinions while making decisions.

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