**Master of social work**

**Pro Forma – MSWPG7212**

|  |
| --- |
| **Organisation Name:** Child and Family Focus SA (CAFFSA)**Management Theory #1:** Classical Scientific Management Theory |
| **Describe the management theory (making links to theoretical literature) (250 words)**Classical scientific management theory is recognised as the one significant managerial approach to effectively deal with different aspects of organisational management. The main focal point of this theoretical domain is to offer managerial solutions considering the prospect of science. Different scientific aspects are considered to create the development of specialised work procedures in order to achieve different work tasks (Thenmozhi, 2014). Furthermore, adoption of suitable workforce skills is one critical aspect to ensure the completeness of various production responsibilities effectively and efficiently. This particular theoretical idea originated by Henry Ford that greatly influenced by the prospect of the scientific domain. It is proposed by the theorist that it is essential for the organisations to ensure the proper provision of some precise and scientific approach when it comes to the aim of completing individualised work duties. Another critical facet of this theoretical approach is that it is integral for the management to select and train the most suitable employees according to actual requirements of specific work duty. Active communication between management and workers is also a necessary measure to meet the actual standards of the work tasks by applying the efficient managerial scientific method. The perspective of an accurate division of labour can also never be ignored when it comes to the application of the proper classical scientific approach. Application of all the integrated principles of this theory is necessary to guarantee the actual effectiveness of this managerial approach (Uddin & Hossain, 2015). It is one core duty of a manager to assign complex work tasks to the workers according to their capabilities by following the criteria of a suitable division of labour.  |
| **Provide evidence/examples of how you see this management theory being implemented in your chosen Human service organisation (250 words)**The effectiveness of the theory can better evaluate through the consideration of practical organisational setting. The implication of classical scientific management theory can be observed considering the functioning domain of social service organisation. The organisation of Child and Family Focus SA (CAFFSA) is selected to evaluate the suitability of a theoretical approach to classical scientific management. This specific organisation is ranked as one of the prominent social service organisations operating in the country. It is noteworthy to mention that this organisation involves consideration of different interlinked tasks and responsibilities for the workers. The diverse functioning of this organisation involves consideration of working in the form of different working domains. The fundamental aim of this social service organisation is to provide different forms of Out of Home Care services effectively. It is essential for the management to adopt a composite line of action to develop collaborative working domain between different organisational departments. The theoretical perspective of classical scientific management can be one vital option for management to minimise the complexity of working. This practical idea allows management to ensure the proper division of work between different workers according to their actual competencies and skills. Division of work tasks ultimately makes it easy for all the stakeholders to perform their duties in an efficient manner. The work features of this organisation can be broken down considering three major areas of advocacy, collaboration, and necessary simplification (Kitana, 2016). It is one core duty of the management to assigned specific work tasks to different employees to meet the actual work objectives.  |
| **Critically analyse (1) the benefits and (2) the challenges of this management approach (250 words)**Critical identification of the benefits and the challenges of classical scientific management theory is important to identify the actual effectiveness of this approach. This form of information can be eventually helpful for management of organisation when it comes to the adoption of practical measures. Development of clear hierarchical structure in organisational setting is defined as the major benefit of the classical scientific managerial approach. This approach clearly defines different managerial roles through the distinction of three levels of management. Particular objectives and managerial responsibilities are defined for each position of management under the perspective of classical scientific management theory. A comprehensive division of labour is established as another major benefit of this managerial approach. It is observed that different work tasks are subtracted into smaller tasks that eventually makes it easy for workers to perform their duties. This specific managerial approach permits workers to narrow down their work tasks into smaller portions to minimise the complexity of work. Management of the entire approach by one leader is another major benefit associated with the theory of classical scientific management (Ehiobuche & Tu, 2012). The autocratic leadership perspective is one key feature of this theory that provides authority to one individual in case of overall decision-making. Identification of possible challenges of this theory is also important to figure out the actual effectiveness of this prospect. The high cost is a major challenge associated with the classical scientific management theoretical approach. There is a requirement of high investment during the entire process of capital development and appropriate task acquisition.  |

|  |
| --- |
| **Organisation Name:** Young Life Australia**Management Theory #2:** Maslow’s Hierarchy of Needs Theory |
| **Describe the management theory (making links to theoretical literature) (250 words)**Maslow’s Hierarchy of Needs Theory is identified as one effective theoretical approach to provide necessary work motivation to the workers. Maslow critically proposed the idea of motivation considering the five basic perspectives of needs in case of any individual. These particular needs recognised in the forms of physiological, safety, social, esteem, and self-actualisation. Application of needs of security and well-being for the workers are critical to meet the actual standard of motivation to perform their work tasks (McLeod, 2007). It is significant to examine how a theory of needs can be used to determine the actual motivation of workers in a workplace setting. Abraham Maslow presented the opinion that the challenging duty of motivating workers can be successfully achieved through the appropriate consideration of basic needs. Physiological, safety, esteem, and social needs are established are the main pyramids of the needs associated with every individual. When it comes to exploration of internal needs then consideration of these basic standards is essential (Huitt, 2004). It is proposed that attainment of lowest level of needs at the first step is necessary to properly deal with the approach of the hierarchy of needs. At the earlier stages of employment, physiological needs identified as the basic requirements of workers specifically in the forms of consistent income level and job security. It is critical for the management to ensure the proper consideration of these needs of workers at the first practical stage. Survival is the first recognised priority of workers that needs to be effectively aligned with the overall working paradigm set in an organisational setting.  |
| **Provide evidence of how you see this management theory being implemented in your chosen Human Service organisation (250 words)**The actual effectiveness of Maslow’s hierarchy of needs theory can be determined through its practical consideration in a workplace setting. The specific social service organisation of Young Life Australia is selected to examine the actual implications of this particular theory. The main objective of this welfare organisation is to develop suitable social welfare group according to the actual requirements of reform service. The basic criteria of working in the organisation are to develop a team to provide necessary assistance to the young people of the community. Development of necessary confidence is a basic idea to identify actual problems of young individuals and helps them with their different problems. The role of management in this context is critically important to train workers according to the actual requirements of work tasks in the context of social work. Exploration of basic needs of every individual is essential in order to propose better solutions to young people in the context of their problems. Building trustworthy relationship with young people is basic facet to achieve actual objectives of this organisational setting. Identification of actual needs leads to offer better practical solutions to youngsters who are dealing with different problems. The theoretical approach of Maslow hierarchy of needs is one suitable idea to explore basic needs of individuals by considering fundamental levels of needs (Sadri & Bowen, 2011). development of personal growth of young people is the basic aspect of consideration for the management of this specific organisation. The organisation is keen to offer different community development program by considering the needs of young people.  |
| **Critically analyse (1) the benefits and (2) the challenges of this management approach (250 words)**Various practical aspects in the form of benefits and challenges associated with the practical implications of Maslow’s hierarchy of needs theory. The prime advantage of this theoretical approach is that it is easy to apprehend and implement in an organisational setting. It is not complex for the manager to identify the basic domains of needs of workers and adopt necessary measures to meet these requirements. This theoretical approach is easily connected with every individual as it talks about basic human needs in the form of different levels. Another benefit of this theoretical prospect is that it provides necessary value to human nature. This theoretical prospect is closely associated with the natural setting of workers as it considers the basic needs of human beings with the relevance of motivation. This particular argument can be observed in the case of humans’ approach to focus on the completion of lower-level needs. Another critical advantage of the theoretical approach of Maslow’s Hierarchy of Needs is that this theoretical idea is applicable in all fields. The idea of motivation with the relevance to basic needs is applicable in homes and offices for all the individuals. It is observed that all human beings set their priorities in case of their personal and professional domains. Critical investigation of disadvantages of this theoretical approach is also necessary to figure out the actual effectiveness of this theory of motivation (Cherry, 2014). A difference of measurement is main challenge that prevails in case of practical implications of Maslow’s Hierarchy of Needs. undoubtedly, it is difficult to measure the actual satisfaction level of every employee considering the one standard of measurement.  |

**References**

Cherry, K. (2014). Hierarchy of needs. Retrieved Aug, 16, 2014.

Ehiobuche, C., & Tu, H. W. (2012). Towards the relevance of classical management theories and organizational behavior. ASBBS Proceedings, 19(1), 310.

Huitt, W. (2004). Maslow's hierarchy of needs. Educational psychology interactive.

Kitana, A. (2016). Overview of the managerial thoughts and theories from the history: Classical management theory to modern management theory. Indian Journal of Management Science, 6(1), 16.

McLeod, S. (2007). Maslow's hierarchy of needs. Simply psychology, 1.

Sadri, G., & Bowen, C. R. (2011). Meeting employee requirements: Maslow's hierarchy of needs is still a reliable guide to motivating staff. Industrial engineer, 43(10), 44-49.

Thenmozhi, M. (2014). Evolution of management theory. Department of Business Studies, IIT-Madras http://www. nptel. ac. in/courses/IITMADRAS/Management\_Science\_I/Pdfs/1\_2. pdf.

Uddin, N., & Hossain, F. (2015). Evolution of modern management through Taylorism: An adjustment of scientific management comprising behavioral science. Procedia Computer Science, 62, 578-584.