

Fayol Vs Taylor

5 Marks Questions

1. Principles of Taylor and Fayol are mutually complementary. One believed that management should not close its ears to constructive suggestions made by the employees while the other suggested that a good company should have an employee suggestion system, whereby suggestions which result in substantial time or cost reduction should be rewarded. Identify and explain the principles of Taylor and Fayol referred in the above para. (Delhi 2014)

Ans. Cooperation and individualism Management should not close its ears to constructive suggestions made by the employees, is related with the principle of Taylor, i.e. 'cooperation not individualism'. This principle is an extension of principle of harmony. Competition should be replaced by cooperation. Management and workers both should realise that they need each other. For this management should entertain the constructive suggestions of employees and at the same time, workers should also cooperate with management.

Initiative The another principle is related with Fayol was 'initiative' in which he suggested that employees at all levels should take initiatives or actions without any force or boundations. This will help to motivate them and they will work hard for the betterment of the organisation. He stressed that a good company should have an employee suggestion system where by initiatives/suggestions which result in substantial cost/time reduction should be awarded.

2. Principles of Taylor and Fayol are mutually complementary. One believed that the management should share the gains with the workers, while the other suggested that employees compensation should depend on the earning capacity of the company and should give them a reasonable standard of living. Identify and explain the principles of Fayol and Taylor referred to in the above para. (All India 2014)

Ans. Taylor believed 'management should share the gains with workers'. This has been emphasised by the principle of 'harmony, not discord', which also emphasised on mental revolution.

Harmony, not discord The interests of the employers and employees should be fully harmonised so as to create a good relationship. Taylor emphasised that there should be complete harmony between the management and workers. This requires a transformation in the thinking of both, which can be achieved through mental revolution. Management should share the gains of the company with the workers. At the same time, workers should work and embrace changes. Taylor believed in that prosperity for the employer cannot exist for a long time unless it is accompanied by prosperity for the employees and vice-versa.

In the same way, Fayol's principle of 'remuneration of employees' suggested that the

employees compensation should depend on the earning capacity of the company and should give them a reasonable standard of living.

Remuneration of employees According to Fayol, the quantum and methods of remuneration payable to employees should be fair and reasonable. It should be satisfactory to both employers and employees.

Thus, we can say that Taylor's and Fayol's principles are mutually complementary.

3. Principles of Taylor and Fayol are mutually complementary. One believed that the management should scientifically select the person and the work assigned should suit his/her physical and intellectual capabilities, while the other suggested that the work can be performed more efficiently if divided into specialised tasks. Identify and explain the principles of Fayol and Taylor referred to in the above para.

(Foreign 2014)

Ans. The principle of Fayol referred to in the above para is '**remuneration**'.

It states that overall pay and compensation should be fair to both the employees and the organisation. The employees should be paid fair wages which should give them a reasonable standard of living.

The principle of Taylor referred to in the above para is '**harmony, not discord**'.

It suggests that there should be complete harmony between management and the workers. Taylor suggested complete 'mental revolution' on the part of both the management and the workers