

## SCIENTIFIC MANAGEMENT IN EDUCATION

by:

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Frederick Taylor's Scientific Management is one of the earliest theorists who gave foundation in systematic management. Taylor pointed out that a smooth relationship between a manager and a member of an institution is an essential step in ensuring proper management. One of his contentions was employees are driven by remuneration and motivated by the monetary equivalent of working; "a fair day's pay is a fair day's work."

Another point of Taylor's Scientific Management is the optimization of work through simplification of the tasks and selecting the best manner for the completion of objectives. He believed that not all workers are the same and some are designed to do something better than his co-worker. He advocated monitoring the worker's performance and matching them to the best position where that worker is most suitable.

Focusing on the strengths, Scientific Management chooses the best way to accomplish a task, which provides a pattern to the employees on how to do their work. It gives a design and ensures that everything works like clockwork that does the job routinely and reasonably. On the other hand, one of its weaknesses and criticism is that it limits the job in "one right way" of doing it. It removes the freedom of employees to be creative in job execution and task completion. Taylor's theory is often contradicted by theories like Business Process Reengineering and ideas that promote Continuous Improvement of employees. I agree that Taylor's POV is limited, but I also believe that some scenarios demand applying his principles.

In the Philippine setting, jobs that require minimal effort and analysis may be suitable for the principles given by Taylor - jobs in factories and other simple-step-by-

step types of jobs. However, in positions requiring complex analysis, like in education, scientific research may not be as effective as it aims.

An essential challenge that surfaces is the uncontrollable surge of demands of various decisions needed to execute a task and facilitate the teaching-learning process.

There is no single best strategy for determining the ideal educational process. Incorporation of various styles and approaches and adjustments based on the context of the learners and the teachers.

#### *References:*

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