

Management Classics

1. Objectives

Seminar of discussion of the classical authors in management. It consists of 10 double-sessions of 1h. 15m. (or a total of 2h 1/2 each double session), one every week. The essential objective of the course is to see what the evolution of management thought has been until around 1970, how to relate an author with another and the underlying logic of all this process.

2. Contents

See outline.

3. Methodology

Discussion of a book or a set of articles every week, in a double session.

The last double-session of the course consists of students presentations (in groups) of three books, one group each.

This is a very demanding course in terms of student time.

4. Evaluation

They are evaluated on the basis of their reports, their class participation and the presentations they make on the last day. The students receive their reports back (normally, the following day) with the professor's comments and suggestions.

5. Grading

Students should turn in a brief (no more than 2000 words) report every week on the book assigned, and be ready to defend it in class. They are evaluated on the basis of their reports, their class participation and the presentations they make on the last day. The students receive their reports back (normally, the following day) with the professor's comments and suggestions.

6. Course outline

SESSION	Authors	Books and Articles
1	Early writers in management: F. Taylor, M.P. Follet, the Gilbreth's, H. Koontz	<p>Taylor, F.W., 1912. What is Scientific Management?, Hearings before the Special Committee of the House of Representatives. Reprinted as Chapter 1 in Matteson, M. and Ivancevich, J. (1986) Management Classics, Third Edition, Plano, Texas, Business Publications, pp. 7-17.</p> <p>Taylor, F.W., (1911), Principles of Scientific Management, New York, Harper and Brothers. Edició més recent, 1997, Mineola, NY, Dover Publications.</p> <p>Follet, Mary Parker (1927) "Management as a Profession", Chapter IV of H. Metcalf, Business Management as a Profession, pp. 73-87, New York, McGraw-Hill Co. Reprinted as Chapter 2 in Matteson, M. and Ivancevich, J. (1986) Management Classics, Third Edition, Plano, Texas, Business Publications, pp. 7-17.</p> <p>Follet, Mary Parker: 1925, 'The Giving of Orders', Chapter 4 in Graham, 1996, Mary Parker Follet, Prophet of Management, Boston, Harvard University Press.</p> <p>Gilbreth, Frank and Lillian, 1924. Classifying the Elements of Work, Management and Administration, 8(2), 151-154.</p> <p>Koontz, Harold, The Management Theory Jungle, 1961. Academy of Management Journal, Vol. 4, No. 3, December, pp. 174-188.</p>
2	Henry Fayol	Henry Fayol "Administration Générale et Industrielle", English translation by Constance Storrs, with a foreword by L. Urwick, 1949. London, Pittman and Sons.
3	Elton Mayo	Elton Mayo "Human Problems of an Industrial Civilization"
4	Chester Barnard (I)	Barnard, Ch. (1938). The Functions of the Executive, Boston, Harvard University Press.

5	Chester Barnard (II)	id. id, Parts III and IV.
6	Peter Drucker	Drucker, Peter Ferdinand (1954), The Practice of management. New York [etc.] : Harper & Row
7	Herbert Simon (I)	Simon, H.:1957, Administrative Behavior, Second Edition, The Free Press, New York and London.
8	Herbert Simon (II)	<p>Simon, H.: 1964. "On the Concept of Organizational Goal", Administrative Science Quarterly, June, 9 (1), pp 1-22.</p> <p>Simon, Herbert (1951), "A Formal Theory of the Employment Relationship", Econometrica, vol 19, pp 293-305. Reproduced as Chapter 11 in Simon (1957), Models of Man"</p> <p>Simon, Herbert A., 1955. "A Behavioral Model of Rational Choice", Quarterly Journal of Economics, vol. 69, pp. 99-118. Reproduced as Chapter 14 in Simon (1957), Models of Man"</p> <p>Simon, Herbert (1967), "The Business School: A Problem in Organizational Design", Journal of Management Studies, 4: 1-16.</p>
9	Philip Selznick	Selznick, Philip: 1957, Leadership in Administration. Berkeley, Los Angeles and London, University of California Press.
10	Class presentations by groups of students	<p>1-March, James, and Herbert Simon, 1958. Organizations, New York, John Wiley and Sons.</p> <p>2-Thompson, James, 1967. Organizations in action, New York, McGraw-Hill.</p> <p>3-Perrow, Charles 1972. Complex Organizations: A Criticial Essay. (Third edition, 1986). McGraw-Hill Publishers.</p>