

 first question (05 points) : answer (true) or (false):

1. *The scientific management school, also known as Taylorism, is a classical management theory developed by Frederick W. Taylor in the early 20th century to increase efficiency and productivity. It focuses on breaking down jobs into the most efficient components using time and motion studies*
2. *weber identified five main characteristics of bureaucracies. They include specialization and division of labor, formal written records, competence for job appointments, standard operating procedures, and impersonality in bureaucracy.*
3. *Henry Fayol's first principle for management states that staff perform better at work when they are assigned jobs according to their specialties. Hence, the division of work into smaller elements then becomes paramount.*
4. *Mayo's emphasis on employee involvement influenced the development of participative management styles. Modern concepts like team-based decision making, employee suggestion systems, and collaborative leadership can trace their roots to his work on the importance of making workers feel valued and heard*
5. *Human resource theories explain how management practises and structures can influence employee behaviour in a favourable or bad way. Small business owners can optimise staff productivity and creativity while reducing employee turnover by having a basic understanding of organisational behaviour and HR theories and acting on it.*

 **second question** (05 points) *Classify the following principles according to schools of administrative thought: (Mark ×)*

principals	Scientific management theory	Bureaucratic theory	administrative divisions Theory	Human relations theory	Human Resources Management theory
Develop a science for each element of a job					
Hierarchical structure					
Scientifically select, train, and develop the worker					
Governance and management					
Rational-legal authority					
Spatial and territorial organization					
Motivation beyond compensation					
Influence of informal groups					
Human Capital Theory					
Contingency Theory					

Name :

Surname :

Point :

HARD LUCK

Model answer

✚ first question (05 points) : answer (true) or (false):

1. *The scientific management school, also known as Taylorism, is a classical management theory developed by Frederick W. Taylor in the early 20th century to increase efficiency and productivity. It focuses on breaking down jobs into the most efficient components using time and motion studies (true)*
2. *weber identified five main characteristics of bureaucracies. They include specialization and division of labor, formal written records, competence for job appointments, standard operating procedures, and impersonality in bureaucracy.(true)*
3. *Henry Fayol's first principle for management states that staff perform better at work when they are assigned jobs according to their specialties. Hence, the division of work into smaller elements then becomes paramount. .(true)*
4. *Mayo's emphasis on employee involvement influenced the development of participative management styles. Modern concepts like team-based decision making, employee suggestion systems, and collaborative leadership can trace their roots to his work on the importance of making workers feel valued and heard. .(true)*
5. *Human resource theories explain how management practises and structures can influence employee behaviour in a favourable or bad way. Small business owners can optimise staff productivity and creativity while reducing employee turnover by having a basic understanding of organisational behaviour and HR theories and acting on it. .(true)*

 **second question (05 points)** *Classify the following principles according to schools of administrative thought: (Mark ×)*

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Develop a science for each element of a job	*				
Hierarchical structure		*			
Scientifically select, train, and develop the worker	*				
Governance and management		*			
Rational-legal authority			*		
Spatial and territorial organization			*		
Motivation beyond compensation				*	
Influence of informal groups				*	
Human Capital Theory					*
Contingency Theory					*

Name : **Surname**

Point :10/10