

Dějiny managementu

David Lobpreis

(podle WEIHRICH, H., KOONTZ, H., 1993.
Management)

Dokud nebyl „management“

Organizace velkých celků (armády, církev, stát)

(Niccolò Machiavelli, Sun-c’)

Algoritmus, řešení problému jako duševní práce – kybernetika, matematika

(Charles Babbage, Ada Lovelace)

Do začátku 20. stol. (velké stavby – železnice)

(Henry V. Poor a Daniel C. McCallum)

- organizační struktury
- „definice“ managementu

Vývoj manažerských škol

0. „Předklasický“ management

1. Klasický management

1.1 Vědecký management

- 1.2 Byrokratický management

- 1.3 Administrativní management

- 2. Behavioristický management

- (škola mezilidských vztahů)

- 3. Moderní management

- (matematická, systémová, operační analýza)

- 5. Empirický management

- (pragmatická škola)

NEW YORK AND ERIE RAILROAD

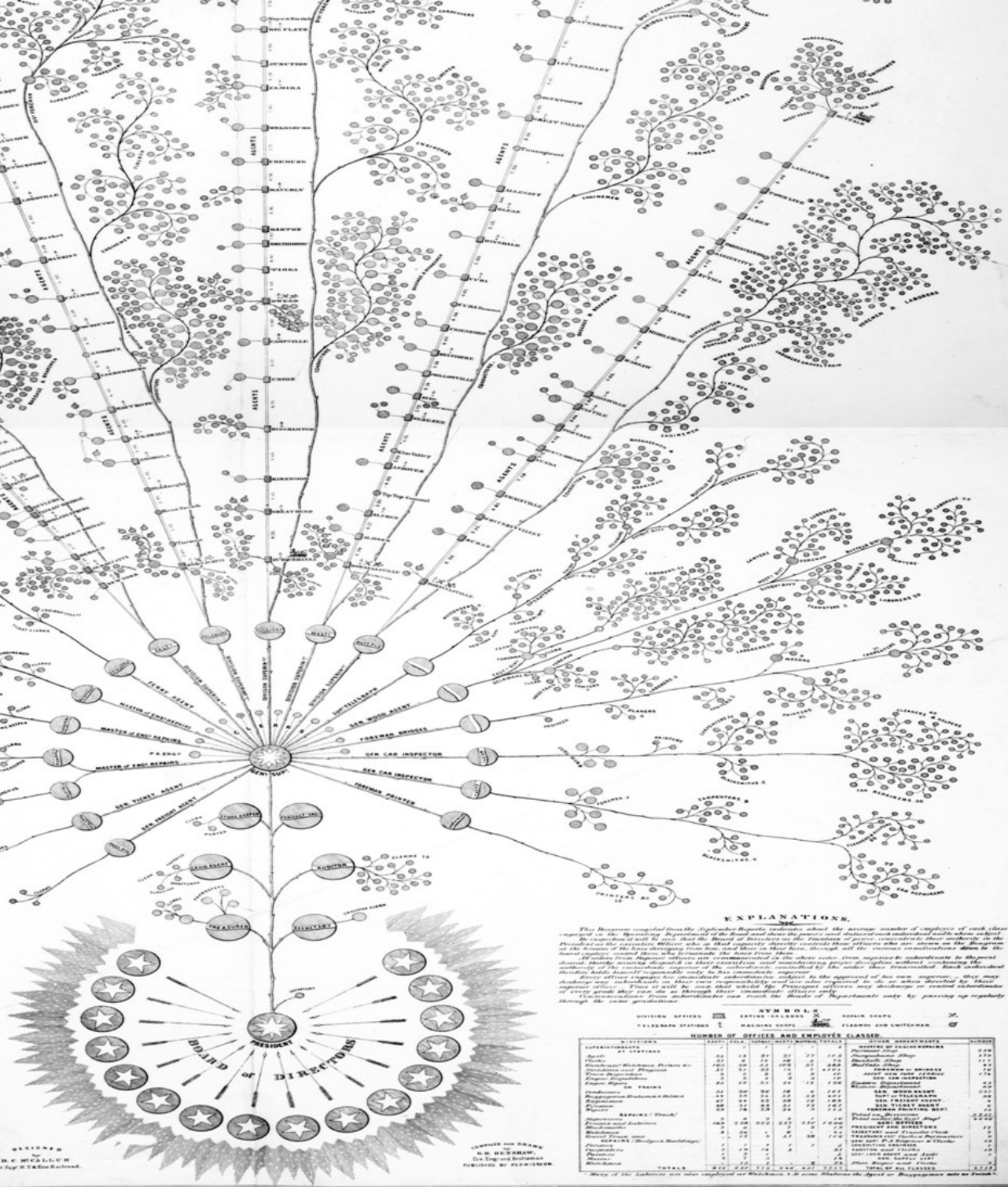
DIAGRAM

REPRESENTING A PLAN

of

ORGANIZATION

Exhibiting the division of administrative duties
and
SHOWING THE NUMBER AND CLASS OF EMPLOYÉS
Engaged in each department
FROM THE RETURNS OF
September 1855.



EXPLANATIONS.

This Diagram compiled from the September Reports indicates about the average number of employes of each class engaged in the operations of the Road and shows the general and distinct character of each individual work which is performed. It is intended to be a general and not a detailed one. It is not intended to show the exact number of employes engaged in the operations of the Road at any one time, but to show the general character of the work which is performed. It is intended to be a general and not a detailed one. It is not intended to show the exact number of employes engaged in the operations of the Road at any one time, but to show the general character of the work which is performed. It is intended to be a general and not a detailed one. It is not intended to show the exact number of employes engaged in the operations of the Road at any one time, but to show the general character of the work which is performed.

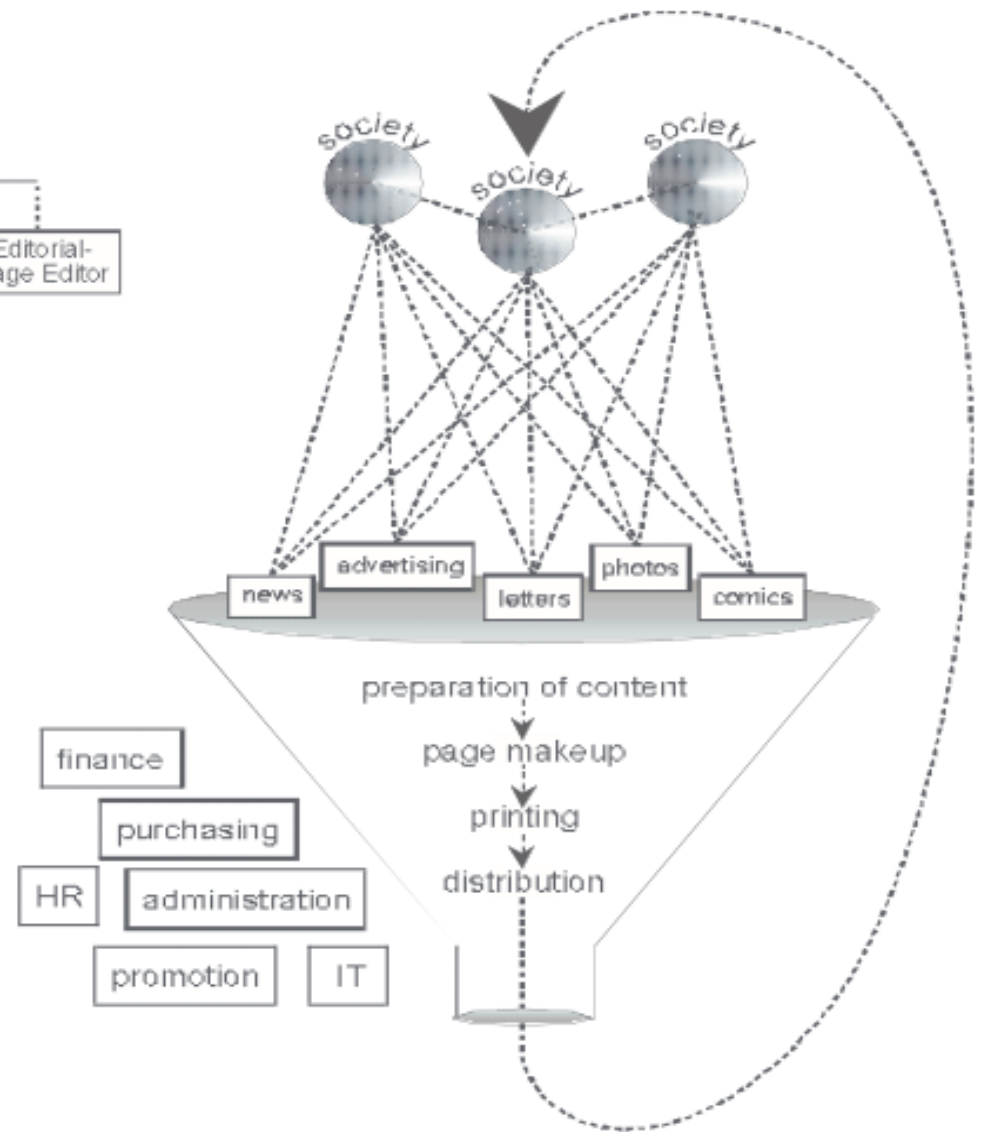
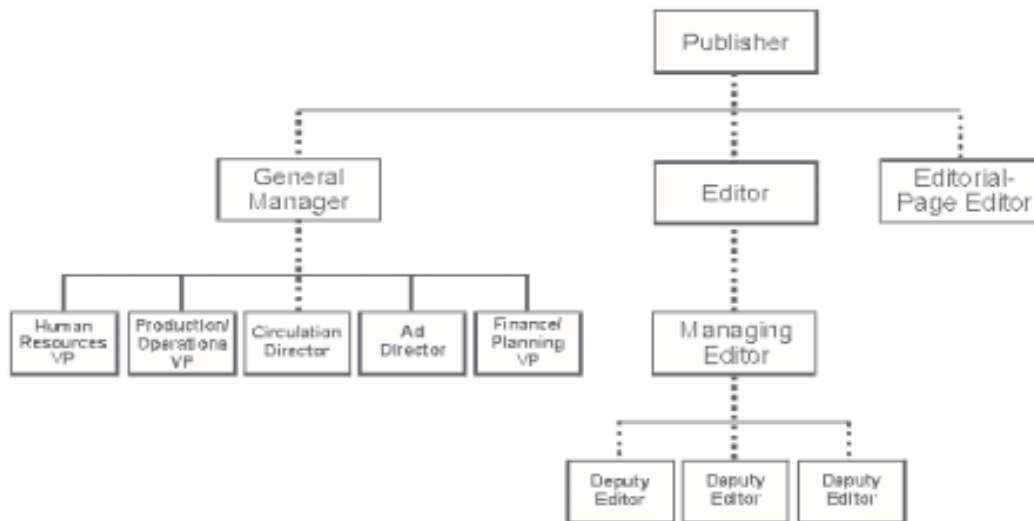
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ENGRAVED AND DRAWN BY
G. H. HERRMAN
ON THE NEW YORK AND ERIE RAILROAD
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DIVISION OFFICES		LADING SALOONS		REPAIR SHOPS		STATION AND WHARVES	
CLASS	NUMBER	CLASS	NUMBER	CLASS	NUMBER	CLASS	NUMBER
NUMBER OF OFFICES AND EMPLOYÉS CLASSIFIED							
DEPARTMENT	CLASS	NUMBER	CLASS	NUMBER	CLASS	NUMBER	CLASS
DEPT. OF THE CAR
DEPT. OF THE ENGINE
DEPT. OF THE PASSENGER
DEPT. OF THE FREIGHT
DEPT. OF THE ROAD
DEPT. OF THE OFFICE
DEPT. OF THE DEPOT
DEPT. OF THE STATION
DEPT. OF THE YARD
DEPT. OF THE SHED
DEPT. OF THE SHOP
DEPT. OF THE BLACKSMITH
DEPT. OF THE WAGON
DEPT. OF THE HORSE
DEPT. OF THE CART
DEPT. OF THE TRUCK
DEPT. OF THE BOAT
DEPT. OF THE FERRY
DEPT. OF THE BRIDGE
DEPT. OF THE TUNNEL
DEPT. OF THE CANAL
DEPT. OF THE RIVER
DEPT. OF THE LAKE
DEPT. OF THE SEA
DEPT. OF THE OCEAN
DEPT. OF THE AIR
DEPT. OF THE LAND
DEPT. OF THE WATER
DEPT. OF THE FIRE
DEPT. OF THE LIGHT
DEPT. OF THE SOUND
DEPT. OF THE SMELL
DEPT. OF THE TASTE
DEPT. OF THE TOUCH
DEPT. OF THE FEEL
DEPT. OF THE HEAR
DEPT. OF THE SEE
DEPT. OF THE KNOW
DEPT. OF THE UNDERSTAND
DEPT. OF THE BELIEVE
DEPT. OF THE TRUST
DEPT. OF THE HOPE
DEPT. OF THE LOVE
DEPT. OF THE MERCY
DEPT. OF THE KINDNESS
DEPT. OF THE PATIENCE
DEPT. OF THE GENTLENESS
DEPT. OF THE MILDNESS
DEPT. OF THE MEekNESS
DEPT. OF THE LOWLINESS
DEPT. OF THE SILENCE
DEPT. OF THE SELF-CONTROL
DEPT. OF THE PURITY
DEPT. OF THE CLEANLINESS
DEPT. OF THE ORDER
DEPT. OF THE NEATNESS
DEPT. OF THE DECORUM
DEPT. OF THE PROPERNESS
DEPT. OF THE MODERATION
DEPT. OF THE RESTRAINT
DEPT. OF THE TEMPERANCE
DEPT. OF THE SOBRIETY
DEPT. OF THE FRUGALITY
DEPT. OF THE ECONOMY
DEPT. OF THE INDUSTRY
DEPT. OF THE DILIGENCE
DEPT. OF THE PERSEVERANCE
DEPT. OF THE ENDURANCE
DEPT. OF THE PATIENCE
DEPT. OF THE FORGIVENESS
DEPT. OF THE BENEVOLENCE
DEPT. OF THE CHARITABLENESS
DEPT. OF THE LIBERALITY
DEPT. OF THE GENEROSITY
DEPT. OF THE COURAGE
DEPT. OF THE BRAVERY
DEPT. OF THE VALIANTNESS
DEPT. OF THE COURTESY
DEPT. OF THE POLITENESS
DEPT. OF THE RESPECTABILITY
DEPT. OF THE REVERENCE
DEPT. OF THE VENERATION
DEPT. OF THE ADMIRATION
DEPT. OF THE ESTEEM
DEPT. OF THE HONOR
DEPT. OF THE GLORY
DEPT. OF THE FAME
DEPT. OF THE REPUTATION
DEPT. OF THE CREDIT
DEPT. OF THE INFLUENCE
DEPT. OF THE AUTHORITY
DEPT. OF THE POWER
DEPT. OF THE DOMINION
DEPT. OF THE SOVEREIGNTY
DEPT. OF THE SUPREMACY

COMPANY STRUCTURE

INDUSTRIAL AGE TO CONCEPTUAL AGE.



Gantův diagram

	A	B	C	D	E	F	G	H	I	J	K	L	M	
1		leden	únor	březen	duben	květen	červen	červenec	srpen	září	říjen	listopad	prosinec	
2	Dokumentace, archivování	Yellow bar												
3	Vedení projektu	Blue bar												
4	Start projektu, sestavení týmu	Blue bar												
5	Komunikace se zákazníky	Blue bar												
6	Výuka I	Orange bar			Orange bar									
7	Výuka II					Orange bar								
8	Výuka III								Green bar					
9	Výuka IV											Green bar		
10	Kontrola, zkoušky				Blue bar					Blue bar				Blue bar
11	Vyhodnocení				Grey bar					Grey bar				Grey bar
12	Závěrečná konference													
13	Vydání publikace											Yellow bar		
14														
15														
16														
17	projektový manažer	Blue bar												
18	lektor 1	Orange bar												
19	dokumentarista	Yellow bar												
20	lektor 2	Green bar												
21	celý tým	Grey bar												

Regionální kořeny

EVROPA

prehistorické kořeny, římská říše, řecká kultura, katolicismus, kalvinismus, anglikanismus, 1. a 2. světová válka, fašismus, socialismus, sociální orientace

USA

přírodní bohatství, přistěhovalectví, dobré legislativní podmínky pro podnikání, prudký industriální rozvoj, liberalismus, rozvoj bez válek

JAPONSKO

šintoismus (uctívání předků), buddhismus, konfucianismus (úcta k nadřazeným a rodičům a povinnost vůči druhým), revoluce meidži (industriální revoluce přelom 19/20 st., zánik výhod a fyzická porážka samurajů), národní tradice, sociální orientace

Znaky dobrých a lepších

Kritéria hodnocení úspěšnosti?

- Renomé?
- Výnos?
- Obrat?

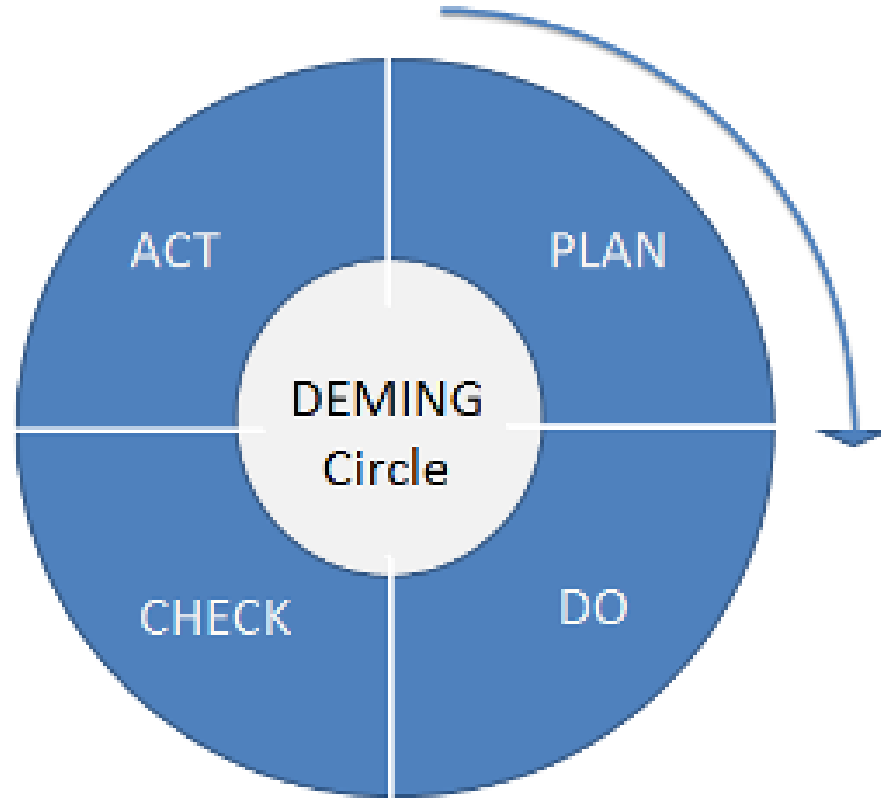
- Jednorázově?

Účelnost - effectiveness

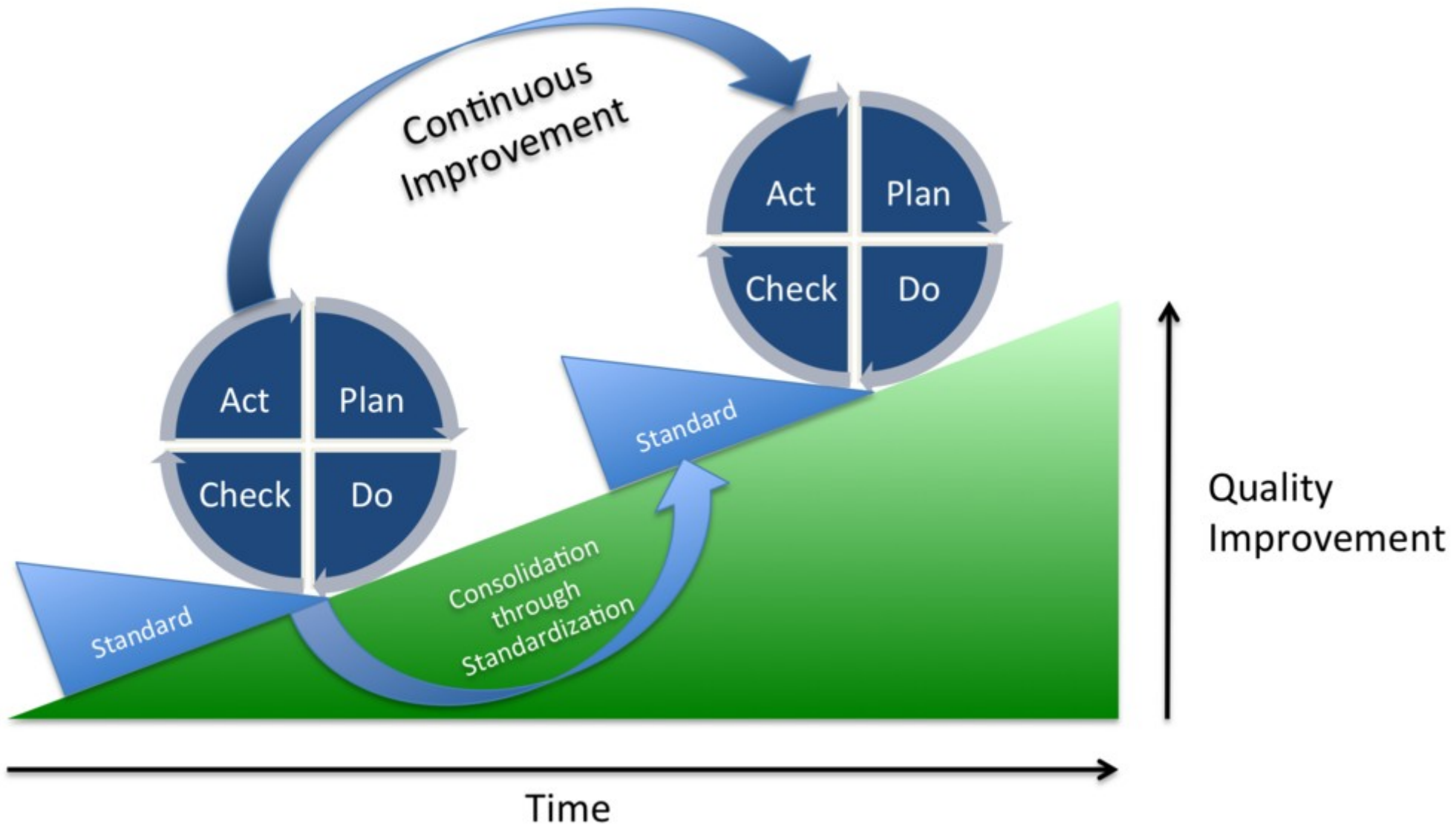
- Opakovaně?

Účinnost - efficiency

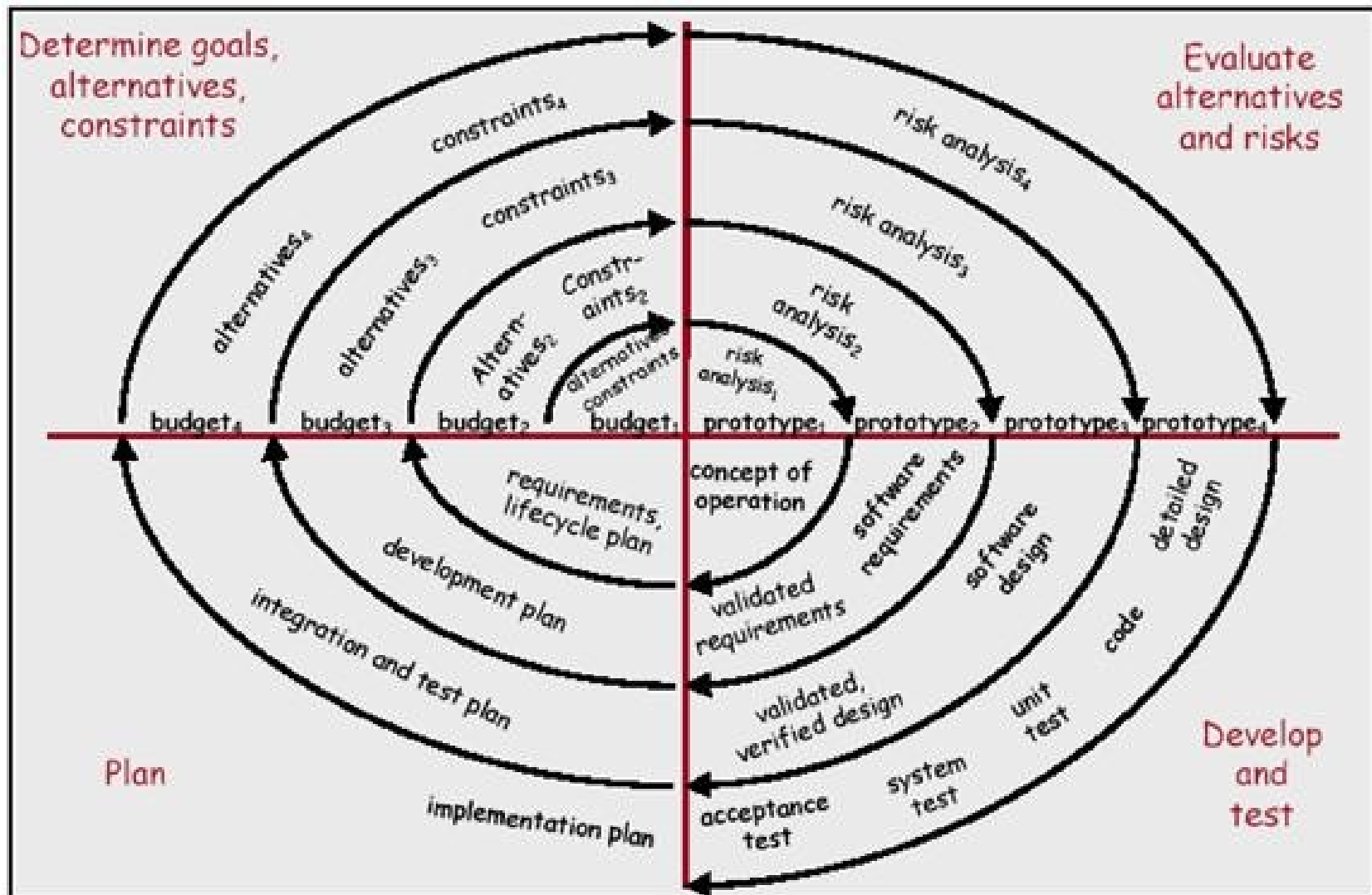
PDCA cyklus



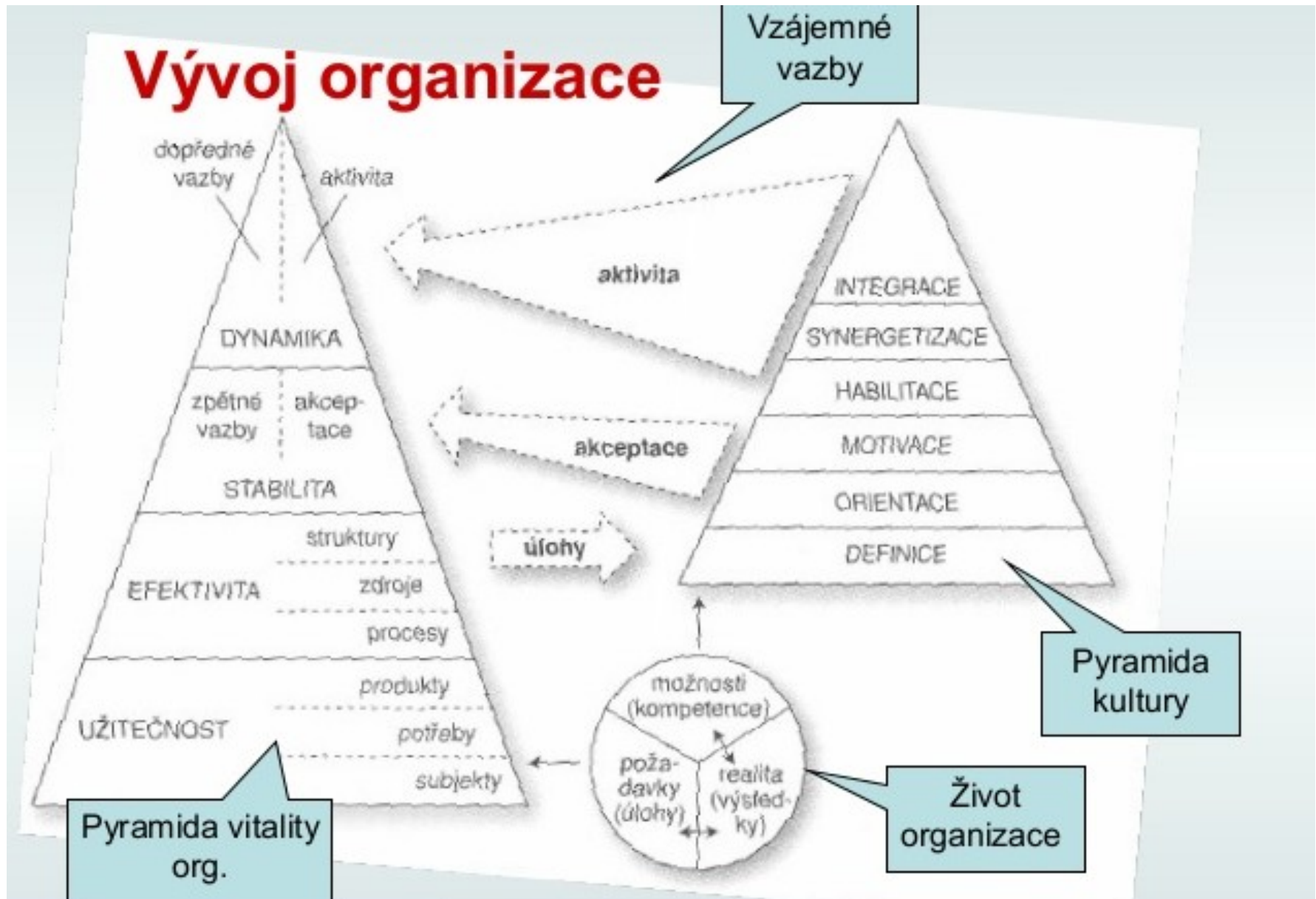
PDCA v pohybu



Vývojová spirála



Pyramida vitality



Management - učebnice

Management.

- WEIHRICH, H., KOONTZ, H., 1993

Management, teorie a praxe v informační společnosti

- VODÁČEK, L., VODÁČKOVÁ, O., 1999

Teorie vitality

- PLAMÍNEK, J. 2002