**ORGANISATIONAL DESIGN AND DEVELOPMENT**

**Learning Outcome 1: ACTIVITY 2**

**Group Activity**

**Scientific management applied**

Start this task by gaining a better understanding of scientific management. To do this read the following journal article:

Grachev, M and Rakitsky, B (2013) "Historic horizons of Frederick Taylor's scientific management", Journal of Management History, Vol. 19 Iss: 4, pp.512 – 527. (This article will be available in your online student resources.)

Then, apply the theory. As a Group go and observe a task being carried out. For example, you could go to your college canteen and watch a meal being prepared, or you could go to the office and watch someone carry out one of the many tasks that are carried out each day.

Identify each step of the process, time it and break down the skills that are required.

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| Step of the process | Skill required | How long this step took to complete |
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As a group answer the following questions:

* Are there a wide variety of skills?
* Do you think that asking one employee to specialise in each step would mean that the work would be done more effectively?