

MILESTONES IN MANAGEMENT DEVELOPMENT

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The article describes the stages of management development and considers it from the point of view of a scientific subject.

Management is the process of planning, organization, motivation and control crucial for the setting and achieving the targets of a company. Management as science, a system of knowledge and skills was first formulated in the beginning of the 19th century, and it reached maturity in the 20th century with the final segregation of managers as an independent social class and becoming *de facto* leading social class.

The object of management is the entity of the managed processes and the staff who implement these processes with the help of certain means like telecommunication on the basis of certain rules and procedures. The subject of management is a person or a group of people who take decisions and manage the objects, processes or relations by the means of influencing the managed system for the achievement of the set targets.

Figure illustrates the schools of management and the sources of their formation.

In the times of slavery the leader met only their needs and the interest of the slaves to work disappeared, i.e. 99% of people in those days only satisfied their physiological needs, and only 1% met the need for self-actualization. Over time and with the change of the political, legal and economic systems, these figures significantly changed - now 70% of the population satisfies only their physiological needs, and 30% have a need for self-actualization and self-expression. Based on these findings, the researchers of the psychological school suggested that if that management takes good care of their workers, then the workers should increase the level of satisfaction that will lead to increased productivity. They recommended to apply human relations management techniques that include more effective supervisors, consul-

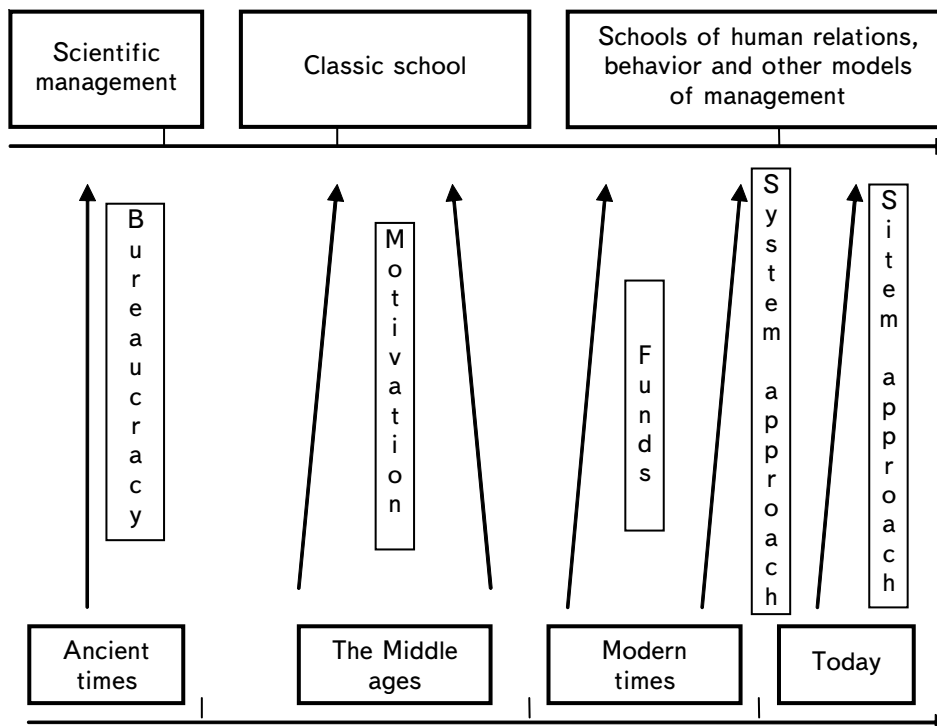


Fig. The map of the sources that form management schools

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tation with employees and providing them with more opportunities to communicate at work.

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