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UNIVERSITY OF SZEGED  
FACULTY OF ECONOMICS  
AND BUSINESS ADMINISTRATION

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# **Proceedings of the "Scientific Management" and Management Science Today International Scientific Conference**

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## Foreword

This is a collection of papers based on the lectures of the international conference organized by the University of Szeged, Faculty of Economics and Business Administration on November 4-5 2011. Our faculty organizes a scientific conference every year, and this one was held to honour the 100th anniversary of Frederick Winslow Taylor's publication of "Principles of Scientific Management"

Taylor is regarded as the father of scientific management. He thought that by analysing work, the "One Best Way" to do it would be found. Since its introduction a hundred years ago Taylorism has generated heated debates and controversies with numerous supporters and critics. Taylor intended to use his scientific model for the benefit of all concerned parties. However, his famous line, that even an intelligent gorilla could be trained to do Schmidt's job, actually refers to the dehumanization of human work. A range of questions hence arises, such as: Why are Taylor's ideas coming up on the management agenda even today? What arguments are brought up by neo-Taylorism? Which of Taylor's contributions still stand scientifically, and which ones should be unlearned by today's researchers and practitioners? What are the new approaches that we need to focus on?

We believe that the questions raised by Taylorism would be worth reconsidering and answering from the perspective of management sciences today. So the aim of our conference was to rethink the ideas of "scientific management" from the point of view today's management sciences. As a result of the above mentioned aim our conference provided a wide range of topics to the participants, which were divided into the following three groups: organizations, cultural and behavioural issues and management practices.

During the conference these topics were discussed in lively debates by the participants in several sections. It was a great pleasure for us to review and edit the conference proceedings and make them available for interested readers via the internet.

We would like to kindly thank all the authors, the members of the Scientific and Reviewer Committee, the organizing team and our faculty for their valuable contribution to the conference.

Szeged, 30 September 2013

Éva Málovics  
Chairperson of  
Scientific and Reviewer Committee