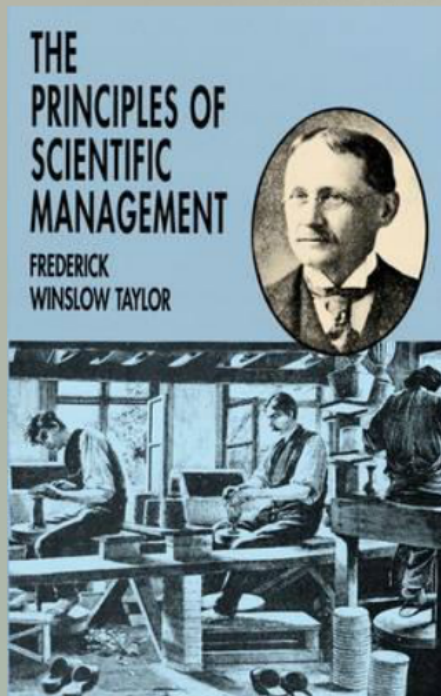
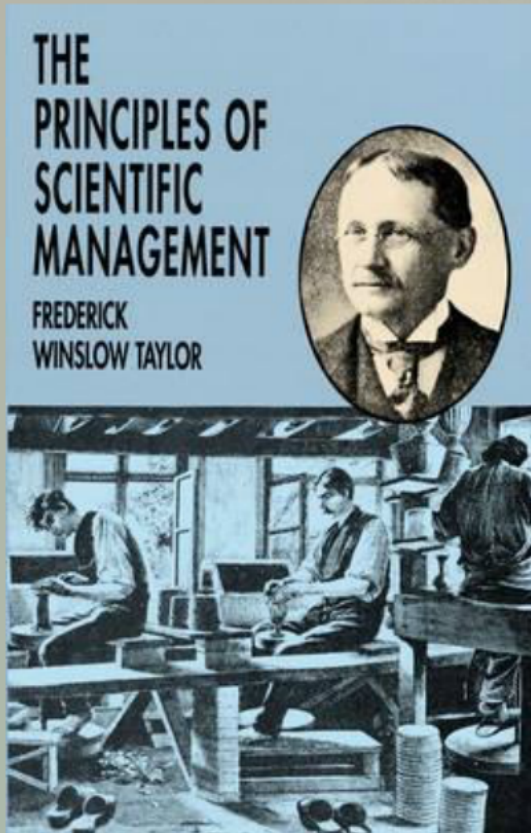


The United States Patent and Trademark Office: Closing the Gap on Pendency in Class 705 Business Methods



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Principle 1
The fundamental principle of scientific management is that the work of the worker should be planned by the management. The management should select the best man for the job, and should train, develop, and raise the efficiency of the worker. The management should see that the work is done in the best and cheapest manner, and should share with the worker the responsibility and the cost of the work.

Principle 2
The management should select the best man for the job. The management should see that the work is done in the best and cheapest manner, and should share with the worker the responsibility and the cost of the work.

Principle 3
The management should see that the work is done in the best and cheapest manner, and should share with the worker the responsibility and the cost of the work.

Principle 4
The management should share with the worker the responsibility and the cost of the work.

About the presentation ...
In our data readings, presentations, and discussions of Taylor's writings and analyses of his work, we noted a number of contributions and insights Taylor made that are well-accepted practices today. The purpose of this literature review is to review the principles of scientific management and the impact on educational organizations.

Who is Frederick W. Taylor?
Author of Scientific Management
An American mechanical engineer, efficiency expert, and management consultant. 1871 Principles of Scientific Management - PSM Theory - embedded in schools, universities, hospitals, industrial plants, restaurants etc.

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Jacqueline Asberry

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Who is Frederick W. Taylor ?

Father of Scientific Management



(March 20, 1856 – March 21, 1915)

- An American mechanical engineer, efficiency expert, and management consultant.
- 1911 Principles of Scientific Management
- PSM Theory -- embedded in schools, universities, hospitals industrial plants, restaurants etc.

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Principle 1

1. Scientific Research & Analysis of work

Replace working by "rule of thumb," or simple habit and common sense, and instead use the scientific method to study work and determine the most efficient way to perform specific tasks(Taylor, 1911).

This is concept is a part is aligned with school data meetings. Schools are committed to using data to guide their work allocating time for teachers to meet, discuss, reflect upon data, and make informed instructional decisions.

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Principle 2

Scientific Selection, Training, and Development

Taylor argued that every worker should be trained as to how best achieve or complete a task and once trained the worker or employee must follow the adopted practice (Taylor, 1911).

This idea is embedded in each state's requirement for teacher certification. The idea of course is that workers (teachers) that are trained in specific curricula can provide much more information to students than can teachers trained in a wide discipline.

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Principle 3

Intimate, friendly, and hearty cooperation for scientific work principles

Taylor felt that workers should be paid for their production. He advocated paying workers based on what they achieved and thus workers were placed into an incentive system (Taylor, 1911).

Many states have implemented and continue to implement this idea through a variety of plans including “merit pay”, career ladder, mentoring programs and currently the National Board standards. The idea in education is that those teachers that put forth more effort than others should be financially rewarded.

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Principle 4

Planning work tasks were the responsibility of management. Allocate the work between managers and workers so that the managers spend their time planning and training, allowing the workers to perform their tasks efficiently. Workers should then be closely supervised to ensure their completion of any assigned tasks. Monitor worker performance, and provide instructions and supervision to ensure that they're using the most efficient ways of working (Taylor, 1911).

The formal and informal teacher evaluation process of today somewhat mirrors Taylor's idea concerning the duty of management to closely supervise employees.

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