

Evolution of Contemporary Organization Theory

Approximate Time Frame	1900-1930	1930-1960	1960-1975	1975-?
System Perspective	Closed	Closed	Open	Open
Ends Perspective	Rational	Social	Rational	Social
Central theme	Mechanical efficiency (Taylor, Fayol, Max Weber)	People & human relations (Elton Mayo, McGregor, Bernard)	Contingency designs (Herbert Simon, Katz & Kahn, Joan W, Charles Perrow)	Power & Politics (March, Simon, Pfeffer)
Theoretical classification	Type 1	Type 2	Type 3	Type 4

Based on W. Richard Scott, "Theoretical Perspectives", in Marshall W. Meyer, ed.,
Environments & organizations

Contemporary Organization Theory

Stephen Ackroyd



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