

The Evaluation of Fayol's Management Thought and Its Contemporary

Significance-- Enlightenment on Perfecting China's Government

Management

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Abstract: Fayol is the main founder of modern management. His general management theory is an important theoretical basis of various management theories and practices. His management functions and management principles not only produced major repercussions at that time, but also had important reference significance for today's management. Studying the management theory thoughts, analyzing its thoughts and studying the essence of it carefully has important significance and value for improving the government management in China.

Keywords: management function management principle contribution limited government management.

1. SECOND, THE EVALUATION OF FAYOL'S THOUGHT

In general, Fayol's contribution to the theory of management education, organization management, administrative management and management process is excellent, but the theoretical "economic man" hypothesis, the static, linear and closed structure design and the external environment ecology The neglect reflected is a historical flaw in Fayol's management thinking.

1.1 Significance

1. Management education

Fayol's management education theory has aroused people's attention to the management of management talents and human resources development. Fayol not only proposed the necessity and feasibility of management education, but also put forward some important ideas about the education of managers. For example, it is necessary to pay attention to the cultivation of non-intellectual factors, to be diligent in practice, and to exert the spirit of collectivism.

2. Organizational management thinking

Fayol proposed many important principles of organizational management, and it has important reference significance for the construction of modern enterprise organizations and administrative organizations, and penetrates the high forward-looking nature of Fayol's thought. At the same time, Fayol has repeatedly stressed that "management functions" are not the personal duties of a responsible person or business leader, nor their privilege. The management function is the responsibility of the business leaders and all members. Fayol's management theory has broader applicability. Fayol is researched and managed from the top as the top manager of a large mining company. Although his management theory was established

with the enterprise as the research object, because he emphasized the generality of management, his management theory also applied in many aspects such as politics, military and other departments. [3]28

3. The significance of general management theory to the development of modern public administration

People refer to Fayol's "Industrial Management and General Management" as a classic of Western administration. Many of Fayol's ideas have important reference value for the selection and cultivation of modern public administration leaders. Among them, he proposed the four standards of noble morality, healthy body, high strength and leadership art. These ideas have important enlightening significance for executive leaders, and these basic ideas have also become an important theoretical basis for modern public administration.

1.2 Limitations

Fayol's general management theory has made a great historical contribution to modern management theory, but due to the limitations of history and the limitations of Fayol's own understanding and life experience, his general management theory also presents some historical defects. .

1. General management theory The study of human nature belongs only to the surface layer. It is not analyzed in depth. The exploration of human nature only stays within the scope of the "economic man" hypothesis. On the issue of management, he basically likes Taylor, and advocates regular supervision by discipline. Although he also mentioned the spirit of inspiring and comparing the organization to biological organisms, unfortunately he did not go deeper. Analysis. "Fayol believes that leaders must "consider the nature of humanity", but only this kind of human care is based on the consideration of the stability of leaders, then how to consider and reflect the nature of human beings, without doing more detailed research, from Its hierarchical system, order, discipline, concentration and other principles can be seen as a strict regulation of human nature and a management idea guided by the hypothesis of "economic man".

2. The general management theory focuses on the internal management of the organization, while neglecting the ecological response of the organization's external environment and its environment. Fayol regards the organization as a closed, highly centralized pyramidal organizational structure with a "mechanical model" color. The design of the organizational structure is studied from a static dimension, but not from a dynamic development. To study the operation and development of the organization, only the static composition inside the organization is seen on the organizational chart of Fayol, which reflects the closedness of its organizational management and the linearity of the management process.

2. THE ENLIGHTENMENT OF FAYOL'S MANAGEMENT THOUGHT ON PERFECTING CHINA'S GOVERNMENT MANAGEMENT

Fayol's management theory has pioneered management theory and has a profound impact on the development of management theory in the future. It provides a more scientific framework for management science, enabling management to serve as a benchmarking function. It plays an important role in all aspects of government management and even social life. I will apply the application of the 14 management principles of Fayol in public affairs management, improve the government management system, management education, and promote government management innovation. To come up with suggestions and views on the management of our government.

2.1 The application of Fayol's fourteen management principles in public affairs management

1. The enlightenment of the principle of power and responsibility to government management

Leaders have certain duties and responsibilities, including scientific decision-making, correct analysis and judgment of international and domestic situations, handling of various contradictions, coordination of relations between various parties, inspection and supervision of relevant work, care for relevant personnel, and continuous cultivation of youth reserve forces. But power must be supervised. As Jiang Zemin said, "Our power is given by the people. All cadres are public servants of the people and must be supervised by the people's discipline." These supervisions include the party's system supervision and organization supervision, public opinion supervision, and people's supervision. Ensure that the executive leader correctly exercises his authority and better assumes the responsibility of the leader. Through the system, the administrative officials will not forget their responsibilities in the process of exercising their power, thus ensuring the unity of power and responsibility. [2]251

2. Enlightenment from the principle of effective authorization to government management

The benefits of authorization have been widely recognized. By empowering the subordinates and helping them successfully complete their tasks, they can enhance their autonomy and responsibility. This is a better way to motivate employees, enhance their self-confidence, and balance the work pressure of managers. Improve the overall performance of the organization. The superior should recognize the ability and professional quality of the subordinates, reasonably determine the scope of authorization, and give the subordinates corresponding responsibilities and sufficient powers. In order to ensure that the subordinates can complete the task in time, the superior should be accompanied by effective control at the same time of authorization, so that the authorization management can be well done and the authorization can play a better role. [9]64

2.2 Improve the relevant government system

Fayol believes that management is a special study in addition to technical issues. To make management truly effective, he proposes fourteen management principles, which shows that it attaches importance to system construction. Drawing on its thinking, we must enhance the scientific nature of system construction when improving internal government management. Develop the necessary management regulations. This can clarify the guidelines and basis for the specific implementation of the policy, and ensure that the policy implementation has a normal order. The necessary management regulations mainly include the target responsibility system, the inspection and supervision system, and the reward and punishment system. The responsibility system is the core, the inspection and supervision system is the means, the reward and punishment system is the lever, and the three complement each other and are indispensable to form a complete system that promotes comprehensive, smooth and effective implementation of the policy. [5]74 In response to recent security incidents, the government should improve the social publicity system and hearing system for major issues, establish a social sentiment feedback system, promote scientific and democratic decision-making, promote the transformation of government functions, and improve the quality of government and administration. The level is significant.

(3) Enlightenment of management education on government management

Fayol noted that management education needs the whole society and multi-faceted attention, making it an integral part of education at all levels, so that managers can learn from management experience and lessons, and gradually improve management awareness and quality. By educating and training the management knowledge of the members of the organization, the management ability of the management personnel can be improved in a short period of time, and the management talents can be cultivated relatively quickly, so that the management of the organization can be succeeded. In addition, Fayol analyzed the different levels of managers and their various capabilities, found that the role from low to high, the importance of management capabilities gradually increased, while the requirements for other

capabilities will be relatively reduced. This is conducive to improving the quality of civil servants and enhancing the internal management of our government.

In short, Fayol's general management theory provides the necessary ideological foundation and method guidance for the establishment and development of modern management theory. Its basic viewpoint has become an important fulcrum for later scholars' research, and on this basis, it has been further enriched and developed. It has been used by many governments and enterprises in many aspects, and its historical defects have been supplemented and improved in later research. Fayol is known as the "father of modern management theory" and has gained the consensus of management. Fayol's general management theory guides our behavior and regulates the development of future theories. General management theory is used to guide the development of management theory and the development of practical work. It is a flexible creed, not a rigid law. In the context of changing international and domestic market conditions, we must learn classic works and theory, but also reflect on real work. Management theory and principles should also be enriched and developed with the pace of practice, providing guidance for future generations to conduct more in-depth research on management theory. So far, Fayol's general management theory is still a bright pearl in the history of management development, and is still guiding the direction of our management practice. [4]64

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