

THE HUMANIST TEMPER

the life
and work
of
Elton Mayo



RICHARD C.S. TRAHAIR
foreword by Abraham Zaleznik

Elton Mayo The Humanist Temper

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Elton Mayo The Humanist Temper:

Elton Mayo Richard C. S. Trahair, The definitive biography of the life and work of Elton Mayo 1880 1949 is the first full accurate account of the activities and intimate life of one of Australia and America s pioneering social scientists Mayo who established the scientific study of organizational behavior was highly influential in American social science and business management theory following his work at the Harvard Business School and the Western Electric Company Still the subject of vigorous debate Mayo s ideas spanned several disciplines psychology sociology philosophy and business management Mayo developed the field of industrial psychology by applying the results of scientific research to the problems of work in order to improve the life of industrial workers and managers and to encourage collaboration between administrators and their subordinates Trahair s biography traces the origins of Mayo s ideas in order to help clarify aspects of the debate Alfred W Clark of La Trobe University commented It will become a definitive biography it is based on a masterly grasp of detail into Mayo s life theories and impact Trahair s expression is always clear and lively he never writes a turgid sentence let alone a paragraph while Arthur G Bedeian at Auburn University noted that Elton Mayo A Humanist Temper is laced with wit and insight and graced with style For all its scholarship it is wholly readable Historians interested in the development of the social sciences should find the book particularly valuable It offers a searching example of the scientific enterprise Richard C S Trahair is Honorable Research Fellow in the School of Social Sciences at La Trobe University Australia He has published widely on the study of human problems in many journals *Elton Mayo* Richard C. S. Trahair, Abraham Zaleznik, 2017-10-27 The definitive biography of the life and work of Elton Mayo 1880 1949 is the first full accurate account of the activities and intimate life of one of Australia and America s pioneering social scientists Mayo who established the scientific study of organizational behavior was highly influential in American social science and business management theory following his work at the Harvard Business School and the Western Electric Company *The Humanist Temper* R. C. S. Trahair, 1984-01-01 **Elton Mayo** Richard C. S. Trahair, The definitive biography of the life and work of Elton Mayo 1880 1949 is the first full accurate account of the activities and intimate life of one of Australia and America s pioneering social scientists Mayo who established the scientific study of organizational behavior was highly influential in American social science and business management theory following his work at the Harvard Business School and the Western Electric Company Still the subject of vigorous debate Mayo s ideas spanned several disciplines psychology sociology philosophy and business management Mayo developed the field of industrial psychology by applying the results of scientific research to the problems of work in order to improve the life of industrial workers and managers and to encourage collaboration between administrators and their subordinates Trahair s biography traces the origins of Mayo s ideas in order to help clarify aspects of the debate Alfred W Clark of La Trobe University commented It will become a definitive biography it is based on a masterly grasp of detail into Mayo s life theories and impact Trahair s expression is always clear and lively he never writes a

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management literature by thousands of years common to cultures throughout the world mirrors for princes as this genre was known taught kings queens sultans and other rulers how to lead their subjects Machiavelli's *The Prince* and Aristotle's tips for tyrants in *The Politics* are but the best known examples Often written for general audiences this literature also taught readers to copy the virtues of fabled leaders and to follow the lead of their own rulers After falling out of favor for the last two centuries the genre found new life in modern mirrors for managers which are riddled with the same self serving clichés This book seeks to familiarize readers with the clichés of mirrors for princes so they can more easily recognize them in both academic and popular literature on leadership

Organization Theory and Public Management Jonathan Tompkins, 2005 1 Introduction to Organization Theory 2 The Distinctive Context of Public Management 3 Management Practice and Organizational Performance 4 Max Weber's Theory of Bureaucracy 5 Scientific Management Theory Frederick W Taylor 6 Administrative Management Theory Henri Fayol James Mooney and Luther Gulick 7 Pre Human Relations Theory Mary Parker Follett 8 Human Relations Theory Elton Mayo and Fritz Roethlisberger 9 Natural Systems Theory Chester I Barnard 10 Structural Functional Theory Robert Merton 11 Open Systems Theory Socio Technical and Structural Contingency Theorists 12 Group Dynamics and Participative Management Theory Kurt Lewin and Rensis Likert 13 Human Resources Theory Chris Argyris and Douglas McGregor 14 Quality Management Theory W Edwards Deming and Joseph Juran 15 Organizational Culture and Leadership Theory

Social Science in the Crucible Mark C. Smith, 1994 The 1920s and 30s were key decades for the history of American social science The success of such quantitative disciplines as economics and psychology during World War I forced social scientists to reexamine their methods and practices and to consider recasting their field as a more objective science separated from its historical foundation in social reform The debate that ensued fiercely conducted in books articles correspondence and even presidential addresses made its way into every aspect of social science thought of the period and is the subject of this book Mark C Smith first provides a historical overview of the controversy over the nature and future of the social sciences in early twentieth century America and then through a series of intellectual biographies offers an intensive study of the work and lives of major figures who participated in this debate Using an extensive range of materials from published sources to manuscript collections Smith examines objectivists economist Wesley Mitchell and political scientist Charles Merriam and the more purposive thinkers historian Charles Beard sociologist Robert Lynd and political scientist and neo Freudian Harold Lasswell He shows how the debate over objectivity and social purpose was central to their professional and personal lives as well as to an understanding of American social science between the two world wars These biographies bring to vivid life a contentious moment in American intellectual history and reveal its significance in the shaping of social science in this country

The History of Management Thought Daniel A. Wren, 2005 Rev ed of *The evolution of management thought* 4th ed c1994

Visualizing a Classless America David Alan Gray, 2007

International Encyclopedia of Business and Management Malcolm Warner, John Paul Kotter, 2002

The

Philosophy of Sir William Mitchell (1861-1962) W. Martin Davies, 2003 The work of Scottish born Sir William Mitchell is examined the Hughes Professor of Philosophy and Vice Chancellor of the University of Adelaide and the major philosopher who lived in South Australia

Dispute Resolution in Commercial Matters, 1986 *Labour History*, 1998

A Century of Psychology in Australia William Matthew O'Neil, 1987 This book is about people events and some of the controversies and problems associated with the development of psychology in Australia over the last hundred years It focuses on teaching and training in psychology the development of psychology as a professional service and the formation of a national psychological society Psychology in Australia had its beginnings in the teaching of philosophy in the original universities from the 1880s Its various applications flourished in the 1930s and during World War II leading to an explosion of psychological services in the 1950s and an expansion of university teaching and research In the final chapter the nature of recent Australian psychology is characterised its major interests and emphases in teaching research and practice

The Organizational Behavior Teaching Review, 1984 *Psychology of Work and Unemployment* Gordon E. O'Brien, 1986-11-13 Study of psychological effects of employment and unemployment on people Shows that a significant number of employees have jobs which do not fully use their skills or provide personal satisfaction and that the long term effects include deterioration of employees self image personal control intellectual functioning and social adjustment Asserts that psychological effects are similar in kind to those experienced by people in unemployment stress helplessness fatalism and the implications for efficiency and Motivation at work are serious

Harvard Business School Bulletin, 1985

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