

# **Fayol's & Taylor's Contributions are complementary to each other.**

Some of the points of major complementary nature of Taylor's and Fayol's Principles are as follows

## **(i) Concern:**

Taylor's principles and techniques are concerned with workers' efficiency while Fayol's principles are concerned with overall efficiency of management of the enterprise.

## **(ii) Focus:**

Taylor's principles and techniques are relevant mainly with respect to production activities whereas Fayol's principles have relevance in all functional areas. Taylor's techniques are more specific whereas Fayol's principles are more general and flexible in nature.

## **(iii) Approach /Starting point:**

Taylor's principles and techniques follow **bottom upward approach** Taylor started with improving the efficiency of operative workers at the shop floor level and later gave the principles of scientific management. whereas Fayol's principles are based on **top downward approach** by describing the function of top management and then proceeded downward with emphasis on principles of unity of direction, unity of command, etc.

## **(iv) Emphasis:**

Taylor emphasized on standardisation of work, methods and tools, time and motion study and scientific training of workers. But Fayol stressed upon the principles and theory of general administration and also the functions of managers.

## **(v) Expression:**

Taylor expressed his ideas by using the term 'scientific management'. But Fayol expressed his ideas through the theory of general administration or management process.