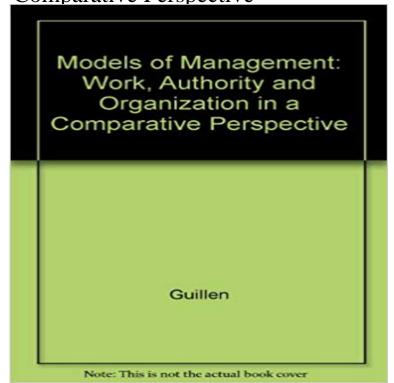
Models of Management: Work, Authority, and Organization in a Comparative Perspective



In this book, Mauro F. Guillen explores differing historical patterns in the adoption of the three major models of organizational management: scientific management, human relations, and structural analysis. Moving beyond Reinhard Bendixs classic Work and Authority, Models Management takes a fresh look at how managers have used these models in four countries during the twentieth century.Guillens study of two liberal-democratic societies (the United States and Great Britain) and two corporatist societies (Germany and Spain) reveals significant differences in the way managerial elites and firms have adopted the three models. His data show that ideas themselvesindependent of material interests and technologycan cause organizational change. Throughout the book. contrasts between modernist-technocratic and liberal-humanist mentalities, as well as between Protestant and Catholic religious backgrounds, emerge as decisive factors in determining managerial ideology and practice.In addition analyzing management methods in organizations, Guillen explores larger issues: interaction among managerial, government, and labor elites; the impact of the state and the professions on managerial behavior; and the role that managers play in modern societies.

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