

management--when I talk about professional management I mean that managers of our industries today don't own them, they are professionals; they manage for pay-- to justify the existence of private enterprise generated interest in the setting of socially justifiable as well as economic objective for business. The experiences in the war economy and the subsequent period of reconstruction stimulated interest in the planning and decision making functions, because of changing conditions and situations.

The growth of organizations in size and numbers of employees necessitated the study of divisionalized or decentralized types of organization. What is extremely important is that the engineering science and management education program of World War II furthered management theory through this management process, just as scientific management was established during World War I. There developed the concept of management as a process that consisted of definite and identifiable elements or functions, namely--in the process of management you say, "I am a manager. What is my mission? What do I do?":

First, the setting or acceptance of an objective or a goal.

Second, the formulation of policies as guides to thought and actions.

Third, the planning to achieve those goals within the policy.

Fourth, organizing to put the plans into effect.

Fifth, the leading or the motivating or the directing of the people in the organization to carry out the plans.

Sixth, the controlling of the activities in conformance with the plan.

The concepts which were inherent in the scientific management approach and the organization and system framework became sharply identified and combined into a system of management thought or management theory. It is this management