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科学管理的理论与实践

——美国工业中的泰勒制

**The Theory and Practice of Scientific Management**

——Taylor System in American Industry

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厦门大学博硕士学位论文摘要库

## 内 容 提 要

本文试图通过考察科学管理理论的发展历程及其在美国工业的实践应用，力图真实、客观地反映历史场景，准确把握泰勒管理思想的理论内涵和应用于美国工业的具体实践效果，揭示泰勒制在美国经济发展中的地位和对美国工业进程的影响。

本文共分为五章，基本框架如下：

第一章：绪论阐述国内外对于泰勒和科学管理研究的现状、问题的缘起、本文研究的初衷、基本框架和研究方法，以及资料来源等。

第二章：简述科学管理理论形成的历史背景和思想准备，阐明工业革命和工厂制度的发展引发了对管理的迫切要求，经过早期管理思想家和实践者的不懈探索，最终促成了科学管理理论在美国的产生，并揭示科学管理是时代的产物和美国成为其发源地的历史必然性。

第三章：梳理科学管理理论产生、发展和演变的过程，着重考察泰勒个人的特殊作用，介绍和分析科学管理的基本原理，阐明泰勒及其同时代追随者对科学管理的贡献和影响，以及科学管理在美国社会其他领域和整个世界的扩展和传播。

第四章：考察科学管理应用于美国工业的具体状况，并对实际效果进行分析，通过对林克贝尔特公司的个案研究，展示美国企业采用科学管理方法的具体情况，指出科学管理在美国工业应用中的复杂性，分析科学管理理论与实践相互关系的发展。

第五章：叙述科学管理运动的发展和衰落的过程，考察科学管理与工会关系的演变，并研究二者在 20 世纪初激烈冲突的实质以及后来实现和解的条件。

结语总结科学管理的影响和意义，并对泰勒和科学管理做出简评。

**关键词：**科学管理；泰勒制；工业

## Abstract

The dissertation, by investigating the development of scientific management theory and its practice in American industry, aims to reflect objectively the genuine historical conditions, grasp exactly the theoretical connotation of Taylor's management thought and its concrete practical effect in American industry, and reveal the significance of Taylor system in American economic development and its impact on the process of American industrialization.

The thesis is composed of five chapters, and the general layout is as the following:

Chapter one is the general introduction, which states the present conditions of the research on Taylor and scientific management, the origins of problems and initial intention of research, the basic structure and research methodology and the source of material of the dissertation.

The second chapter takes a brief look at the historical background and the preparation of thought for the formation of scientific management theory, and points out the pressing demand for management with the development of Industrial Revolution and factory system as well. With the persistent exploration and industrious efforts of early thinkers of management and practitioners, scientific management theory eventually came into being. Therefore, scientific management was the product of the time and America was necessarily the cradle for its birth.

Chapter three deliberates the appearance, development and evolution of scientific management theory, and highlights the special role of Taylor as an

individual. The chapter also introduces and analyzes the essential principle of scientific management, expounds the contributions and influences of Taylor and his contemporary followers on the scientific management, the extending and spreading of scientific management within American industry, to other fields and in the world as well.

Chapter four investigates the specific situation of application of scientific management in the America industry, and also analyzes the practical effect of it. By conducting specific investigation of Link-Belt Company, the chapter shows the real conditions of American enterprises that adopted the scientific management method, puts forward the complexity of application of scientific management in American industry, and analyzes the development of interrelation between scientific management theory and practice.

The last chapter clarifies the development of Scientific Management Movement and its decline process, investigates the evolution of the relation between scientific management and labor union, and studies nature of the intense conflicts between the two at the beginning of the 20<sup>th</sup> century and the conditions for the later reconciliation as well.

The conclusion summarizes the impact and significance of scientific management, and gives a brief comments and evaluation on Taylor and scientific management.

**Key Words:** Scientific Management; Taylor System; Industry

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