**Achievement and Consequence of Scientific Management Approach**

The scientific management theorists were able to achieve greatly by making productivity to increase more than prior to the time of scientific management era. The approach has encouraged and fostered efficiency and increase in output. Terms like output and efficiency become more popularly uses in most organizations.

1. With the scientific management approach, people tend to become more proficient in their work, which subsequently led to the increase of workers productivity and efficiency. This was enhanced by specialization through the division of labor or division of work principles.

2. The scientific management approach served as a basis for encouraging other scholar‘s researches and experiment on increase in productivity in an organization.

It is part of the impacts of scientific management that other theories emerged to fill in the gap of the remaining imbalances, which the scientific management approach left unsolved.

By World War I, the initial momentum of scientific management had run down while the technique motion and time study, fatigue studies incentive plans and the philosophy were still widely applied, particularly at the shop level. We now realize that the means to high productivity and job satisfaction are far more complex that Taylor envisioned as a result of his mental revolution.

**Weakness/Criticisms of the Scientific Management Approach**

1. The scientific management theory and approach is mechanically oriented. It is a theory that automatically viewed and reduced man, individual employee to the status of a machine. The theory failed to understand the illusive of human mind. It violates the psychological aspect of man.

2. The idea of financial incentives plan, popularized by the scientific management theories, is not always consistence to provide solution for inducing the employees to work. There exist many other factors not necessary in financial terms that can serve as a motivating factor. Such factors include; acceptance, break, rest, refreshment, ventilation e.t.c.

3. The idea of friendly hearty cooperation between employee and the management had never been materialized. It rather serves to widen the gap and perpetuate inequalities associated to the growing scientific advancement in the modern contemporary time.

The above criticisms were eminent because the scientific management approach to organizations in a nutshell was founded on what is often called machine theory. This is because it gives consideration to finding the best possible and efficient ways of making good use of scarce resources to get the best result. Some of the theorists therefore concentrated on the operational level of the organization their scope of activities encompassing the workers and the first line supervisors only. They are highly achievement oriented and always attach special significance to money reward. They are therefore strong believers in steeply increasing financial rewards as motivators for greater accomplishment.

In spite of the above mentioned critics and the ever growing weakness of the scientific management approach, one could yet benefit from some ideas preached by the theory. It is as laid down fact, that scientific management approach, if properly implemented could help in the smooth running of the modern complex organizations. The Scientific Management Theory can still be recognized for bringing to lime light the following:

1. Management is a separate and distinct activity.

2. First line supervision is basic.

3. Management function include: examining variables involved in the task, developing the most effective methods, selecting workers according to the psychological and physiological requirement of the job, training workers in the most effective methods.

4. Productivity increase means higher wages for the workers.