Management’s Origin and Development:  
A Historical Perspective  

Mrs. Tanuja Kumari

Abstract—In recent World, Management is the basis of organisation and one of the most important facet of development. Both theory and history holds important place in the world of management and organisation. Management is not a new term or skill. It has always been a part and parcel of civilisations all around the world. Management finds its place in the ancient texts and scriptures. Bhagvat Gita written thousands of years ago enlighten us on managerial techniques. In Bhagvat Gita we find important mention of harmonious and blissful state of affairs in place of conflict, tension, and decrease poor productivity. Ancient texts of china, Arabia, India, European and American throws important light on the management and its importance. Management had its stronghold since ancient Harrapan period, and has been a continuous process and is still in its development stage. The fundamentals of management was observed in the ancient period, mauryan rule, gupta rule, delhi sultanate, Mughal period, under British empire etc. The history of management studies in India is hardly Fifty years old. Jawahar Lal Nehru, the first Indian Prime Minister wanted to establish institutes in India similar to that MIT of America and Mahavamsa, gives vivid description of the managerial skills present in ancient times and its evolution. Rajataringini of Kalhana gives description of the modern conception of history of management. The prime minister of Chandragupta Maurya, Kautilya, well known as Chankya with his administrative skills we can say laid the foundation of management in India. The epic Mahabharata was important in developing ancient precepts into modern management principles. Thirukural, a collection of 1,330 aphorisms ancient tamil literature about 2000 years old written by Thiruvalluvar speaks about wisdom, wealth, affection and says how territories enhance their wealth and speaks about the ambassadors in their country. A sixth century military treatise written by Sun Tzu gives a vivid description of the art of war and managerial skills. Bhagvat Gita a thousands year old text gives us a lucid description of managerial techniques, harmony and to avoid conflict and decrease poor productivity. Management education got its stronghold in India since ancient times with the development of education in India. Education system got its foundation laid in medieval period with the coming of the muslim rulers. The traders who came to India from all around the world brought about the intermingling of cultures and this had its impact on the education system also. In the eleventh century the muslim rulers established schools for elementary and secondary education. With This the emergence of universities at Delhi, Lucknow, Allahabad took place. Many madrasas were also established for civil services. Iltutmish was the first muslim ruler to establish madrasa at Delhi. With this the education system started flourishing in India which continued endlessly till 1848. With the establishment of British rule in India a new system of education was started which laid the foundation stone for the education in independent India and rather in Modern times also.

Keywords— Management, ancient texts, civilisations, management education, evolution theory.

I. OBSERVATIONS

Management education started flourishing in India which continued endlessly till 1848. With the establishment of British rule in India a new system of education was started which laid the foundation stone for the education in independent India and rather in Modern times also.

[1] Globalisation is a historical process which started during the pre world war first phase in which rapid integration of economies took place in context of trade, capital flow, technology. After independence the drive to increase integration, growth in capital, transfer of resources took place. The intermingling of the domestic market and the international market took place and with this the exchange of ideas also underwent changes. Globalisation had its impact on education and with the free market philosophy exchange of
faculties and students started occurring. In 1819 Ecole Superieur de Commerce of Paris (now ESCP Europe) was founded and in 1881 Wharton School of University of Pennsylvania was founded as a first business school within a broader university. The history of management studies is only fifty years old. First college level business school was founded in 1913 in Mumbai i.e. Sydenham College. B-School has grown in numbers since 1990. Jawahar Lal Nehru took the initiative of establishment of management institutes based on the MIT of America and Havard Institute in U.K. Institute of Management in Kolkata and Ahmedabad was established in 1962. The education system started changing and thus challenges and opportunities of outer world entered India. Foreign universities started gaining foothold in India and thus a new era of management studies gained prominence. With the establishment of multinational companies, management studies reached it’s glorious phase Recently there are 1800 B-Schools in India. Many new colleges and courses were introduced in India. It started providing world class infrastructure and better opportunities for placement.[2] For the review of management studies in India a commission was formed under the chairmanship of Prof. S.L. Rao. Two reports have been submitted the Kurian Report in 1991 and Ishwar Dayal Committee Report in 2001. After the internationalisation of business the education of management is undergoing major transition. Since the inception of the early twentieth century management studies is playing a major role to improve organisation skills and efficiency. [3] With the development of management studies the evolution of management theory also took place. Over the last few centuries we have observed that the role of leaders in organisation and in the political arena has underwent changes.[4] The study of management saw a transition from nineteenth century entrepreneurship to early century managerial capitalism.[5] The pillars of management theory are Fredrick Winslow Taylor who used to design jobs, is better known as the “Father Of Scientific Management” Max Weber a German Sociologist focused on management organisation, structure. Elton Mayo a Havard Professor proposed that managers should become people oriented. Andrew Ure and CharlesDupin propounded and advocated the study of management. [6] Henry R. Towne laid emphasis on the need of study of management separately and to learn managerial skills to run a business efficiently. It is not that with the development of management education or with the evolution of management theory that management started in India. It was being practiced since ages. With the beginning of civilisation in India the development of management skills emerged. The town planning and administrative arrangement for the management of drains and water supply which we see in Harappa and Mohenjodaro cannot be experienced in some parts of India even today. In the Rigvedic and Later vedic period also we find the administrative structure sound. The Mauryan Empire laid the basis of the administrative structure and the functioning of the beauracracy. The Gupta Kings run the central and provincial administration efficiently. With the establishment of the Delhi Sultanate six main departments were established to run the empire efficiently. The Land revenue system was managed well and taxes were collected efficiently. In the Mughal Empire the Mansabdari system was efficiently run, which was established for the management of the army. With the establishment of the British empire and after freedom the framing of the constitution laid the foundation of the administrative organisation and management in India. Thus we see that management be it in any field has always experienced changes and stressed on its importance and organisation.

II. METHODOLOGY

For my observations I have used secondary sources method to reach to conclusions.

III. CONCLUSION

Management study is the need of the hour and the history of management has been a continuous process. Management and leadership are closely related to each other which has been proved since ages. Ancient texts, epics, scriptures give us valuable information on management and its skills. With globalisation the management studies has underwent changes. Formal study of management is science which needs constant experimenting and results also. Globalisation and free trade policies has led to the changes and evolution in the management studies. Management is a skill which is as old as civilisations and is constantly undergoing changes. The skills in developing ancient precepts are being developed into modern management principles. So, finally we can say that history, management and literature are interrelated to each other.

REFERENCES