

Briefly describe one modernist organization theory of your choice, and consider its relevance and impact today.

In this assignment, I will be writing about modernism and explaining what it is, furthermore I will also be describing one modernist theory and explain how it revolutionised the working environment and structured the foundation for many businesses to take inspiration from it and apply it in their own company to improve the work rate, this theory is being used till this day in various businesses around the work.

“Modernism was a philosophical movement of the late 19th and early 20th centuries that was based on an underlying belief in the progress of society” (**The rise of modernism, lumen, 11/19/2019**). During this period of modernism, many of the modernist theory was created which drastically changed the way in which businesses operate, the theory which I am going to focus on today is the theory of scientific management by Frederick Taylor also known as ‘Taylorism’. Frederick Winslow Taylor “was the first man in recorded history who earned work deserving of systematic observation and study” (**Frederick Winslow Taylor, BL, 16/09/2020**). Taylor wanted to dive into work and simplify the process by coming out with the ‘one best way’ of doing a specific job which would increase productivity and reduce time. One of the experiments which Taylor conducted to figure out the one best way was the shovel experiment which consisted of figuring out the optimal weight which a shovel should hold and the amount of material which has been moved from one place to another, Taylor tested this experiment by taking 10 workers and make them move material from one point to another by keeping track of the time and each time he reduced the weight which the shovel should hold, eventually, Taylor started to notice that each time he reduce the weight the amount of material moved increased however as he kept reducing the weight of the shovel it reached a point where the amount of material moved decreased there he came with the conclusion that 21 pounds were the perfect weight for the shovel and showed the best results for the amount of material moved by the workers within the same given timeframe. (**Legally Sociable, 03/02/2011**). Taylor believed that motivated employees would be able to follow the instructions given to them by their managers and be able to finish their work at a faster rate, therefore he made the decision to pay higher wages to the hard