

NO.	MAIN AREA / SCHOOL	PERIOD	MAIN POINTS	MAIN CONTRIBUTORS
1	Classical organization theory	<p>1890 to ca. 1940 (with inspiration up until present day)</p> <p>Although classical organizational theory has roots back in early Jewish, Greek and Roman culture, we consider the period from the late 1800s to the mid-1930s to be central.</p> <p>However, classical organizational theory still holds great significance, both for organizational theory today and for practice within organizations.</p>	<p>Organizations aim to achieve production-related and financial goals.</p> <p>There is a “best practice” – an optimal way – to organize, and this can be found through systematic, scientific studies.</p> <p>Production is optimised using specialisation and division of labour.</p> <p>People and organizations act in accordance with rational economic principles.</p>	<p>Adam Smith (division of labour)</p> <p>Henri Fayol (the administrative school)</p> <p>Frederick Winslow Taylor (scientific management)</p> <p>Max Weber (bureaucracy)</p>
2	Neoclassical organization theory	<p>Ca. 1940 to ca. 1955 (with inspiration up until present day)</p>	<p>Criticised and challenged classical organizational theory.</p>	<p>Chester Barnard (the importance of collaboration and informal organization)</p> <p>Herbert Simon (disputed that rational decisions exist for everything. Decision model “Administrative man”)</p> <p>Philip Selznick (the organization can be institutionalised)</p> <p>James March (coalitions negotiate and agree, rather than choosing rational solutions. Decision model “Garbage can”)</p>