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management by Drucker, Peter F. (Peter Ferdinand), 1909-2005. Publication date 1954 Topics Industrial management, Management, Gestion d'entreprise, Gestion d'entreprise Publisher New York : Harper

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November 19, 1909 – November
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term “management by objectives” or MBO. MBO compares the performance of employees to the typical standards required for that position. The belief behind MBO is that if employees help determine the

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standards, they will have more incentive to fulfill them.

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also known as management by results, was first popularized by Peter Drucker in his 1954 book The Practice of Management. Management by objectives is the process of defining specific objectives within

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an organization that management can convey to organisation members, then deciding how to achieve each objective in sequence. This process allows managers to take work that needs to be done one step at a time to

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allow for a calm, yet productive work environment. This process

Management by objectives - Wikipedia

Peter Drucker. Routledge, Jul 26, 2012 - Business &

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by Peter F. Drucker. Harper & Row, 1954 This book is divided into 6 main parts: Managing A Business; Managing Managers; The Structure Of Management; Management Of Workers And The Worker; What It Means To

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Be A Manager; and a conclusion.

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It was first outlined by Peter Drucker in 1954 in his

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book 'The practice of Management'. Drucker managers should avoid 'the activity trap', getting so involved in their day to day activities that they forget their main purpose or objective. One of the

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concepts of MBO was that

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managements of small, medium and large corporations. It aims to be a management guide, enabling readers to examine their own work and performance, to diagnose their weaknesses and to improve their own

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effectiveness as well as the results of the enterprise they are responsible for.

The measure of the executive, Peter Drucker reminds us, is the ability to 'get the right things

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done'. Usually this involves doing what other people have overlooked, as well as avoiding what is unproductive. He identifies five talents as essential to effectiveness, and these can be learned; in fact, they

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must be learned just as scales must be mastered by every piano student regardless of his natural gifts. Intelligence, imagination and knowledge may all be wasted in an executive job without the

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acquired habits of mind that convert these into results. One of the talents is the management of time. Another is choosing what to contribute to the particular organization. A third is knowing where and how to

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apply your strength to best effect. Fourth is setting up the right priorities. And all of them must be knitted together by effective decision-making. How these can be developed forms the main body of the book. The

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