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Fayol was a classic management theorist, widely regarded as the father of modern operational management theory. His ideas are a fundamental part of modern management concepts. Comparisons with Taylorism Fayol are often compared to Frederick Winslow Taylor, who developed scientific management. However, Fayol differed from Taylor in his focus and developed his ideas on his own. Taylor was concerned about time and efficiency, while Fayol was associated with management and human and behavioral factors in management. Another important difference to Taylor and Fayola's theories is that Taylor viewed management improvements as occurring from the bottom up, or starting with the most elementary units of activity and making individual workers more efficient. In contrast, Fayol emphasized a more top-down perspective that focused on educating leadership to improve processes and then moving on to workers. Fayol believes that by focusing on management practices, organizations can minimize misunderstandings and improve efficiency. His work focused managers on how to carry out their managerial responsibilities, as well as on the practice in which they should participate. In his book *General and Industrial Governance*, Fayol outlined his theory of general governance, which he believes can be applied to the management of many industries. Because of the care of the workers, Fayol was considered one of the first fathers of the human relationship movement. Henri Fayol pioneered the definitions of control over management science. 14 Fayol Fayol Management Principles have developed 14 management principles to help managers do their business more efficiently. Today, these principles are still in use, but are often interpreted in different ways. Fourteen principles are: 1. separation of work 2. devolution of authority 3. discipline 4. Team chain 5. a favorable workplace 6. relationship between individual interests and common organizational goals 7. compensation package 8. centralization 9. scalar chain 10. Order 11. justice 12. job security 13. initiatives 14. Team spirit Fayol's Five Elements of Management Fayol is also known for its five controls that outline the key responsibilities of good managers: planning; managers must develop strategies and objectives to determine the steps of the plan and the technology needed to implement it. Organization: Managers must organize and provide the resources they need to complete the plan, including raw materials, tools, capital and human resources. Command (delegation): Leaders should use the authority and deep understanding of long-term goals to delegate tasks and make decisions to improve the organization. Coordination: High-level leaders must work on all activities to promote organizational success. Communication is the key to success in this Monitoring: Managers should compare staff with an action plan; it's an appraisal component of management. Results of training Discuss the theory of administrative management Figure 1. Henri Fayol's current understanding of managerial functions is largely based on the third classical management theorist, Henri Fayola. The mining supervisor and engineer, Fayol's administrative management theory, was developed after observing the shutdown, which he promises as a failure in management. In his 1916 book *Industrial and General Administration* (Industrial and General Administration), Fayol proposed the following 14 principles of governance: the Labor Division. When employees specialize, output can increase as they become more skilled and efficient. Body. Managers should have the right to give orders, but they must also bear in mind that responsibility comes with power. Discipline. Discipline should be maintained in organizations, but methods can vary. Unity of command. Employees must have only one direct supervisor. Unity of direction. Teams with the same goal must work under the same manager, using the same plan. This will ensure proper coordination. Subordinating individual interests to common interests. One employee's interests should not be more important than the interests of the group. This includes managers. Reward. Employee satisfaction depends on fair remuneration for all. This includes financial and non-financial compensation. Centralization. This principle relates to how close the staff are to the decision-making process. It is important to strive for a proper balance. The rock chain. Employees need to know where they are in the organization hierarchy or chain of command. Order. Workplaces should be clean, tidy and safe for employees. Everything has to have its place. Justice. Managers must be fair to staff at all times, how to maintain discipline as needed and act with kindness where necessary. Stability of staff ownership. Managers should strive to minimize staff turnover. Staff planning should be a priority. Initiative. Workers should be given the necessary level of freedom to create and implement plans. Esprit de Corps. Organizations must strive to strengthen team spirit and unity. While most of these governance principles are still true today, Fayola's most significant contribution to management theory is his definition of management responsibilities. His initial list of five managerial responsibilities: foresight, organization, command, coordination and control, has been changed over the course The current theory defines six management functions: planning, organization, staffing, leadership, control and motivation. This list reflects the addition of an addition two functions - staffing and motivation, as well as re-preparation of command and coordination of responsibilities as a facilitator. Administrative theory is an important of administrative theories. It was created by Henri Fayol. It is also known as the 14 principles of governance or fourteen principles of governance. Henri Fayol was born in 1841 into a French family. He was a prolific writer on technical and scientific issues as well as management. His most outstanding letter was *Industrial and General Governance*. He was appointed an engineer in a mining company. By 1888, he rose to the position of managing director of the company. He resigned as managing director in 1918. He was a company director until his death (84th age; 2925 December). Henri Fayol was a management practitioner with experience. Administrative Theory (14 Principles of Management): Henri Fayol has created an administrative theory or 14 principles of management management. His administrative theory or 14 principles of governance are as follows: Department of Work: This principle is the same as Adam Smith's Department of Labor. Power: The manager should be able to give the order. The government gives it a right. Discipline: Employees must abide by and abide by the rules and regulations that govern the organization. Unity of Command: Each employee must receive an order or direction from only one up or up. Unity of direction: Each group of the organization should be directed by one manager using one plan. Subordination of individual interests to common interests: Management should see that business goals are always superior. Staff remuneration: Labor must be paid reasonable wages for their work. Centralization: The process of transforming decision-making powers to a higher level of organizational hierarchy, it is centralization that should follow. Scalar Chain: The line of power from senior management to lower ranks is a hierarchy or rock chain. This chain has to follow. Order: people and materials should be in the right place at the right time. Fairness: In running a business, a combination of kindness and equity needs. Staff ownership stability: Staff work is good if job security and career promotion are guarantees for the team. Initiative: Allowing all employees to somehow show their initiative is a source of stretching for the organization. Esprit de Corps: Promoting team spirit will build unity and harmony within the organization. You can easily memorize these 14 principles through a short method. Such as:- DA DUU Sub-In Rop CSOE Stp. I Esprit D - Department of Work A - Organ D - Discipline U - Unity of Command U - Unity of Direction Sub-In - Subordination of Individual Interests Rop - Personal C Reward - Centralization S - Scalar Chain O - Order E Stp. - The stability of staff ownership I - Esprit - Esprit de Corps Initiative In addition to administrative theory or 14 management principles, it also classified business activities. For example: - Technical Commercial Financial Accounting For Security Activities According to Henri Fayol, there are five management functions following administrative theory. Such as: - Planning the Organization of Command Coordination Management According to Henri Fayola, the manager requires the following qualities and skills. Such as:- Physical Requires Mental Requires General Education Special Education Work Experience Criticism Of Administrative Theory (14 Management Principles): Administrative Theory is a strategic management oriented. It's not suitable for another employee. Administrative theory is important only for the formal structure of the organization and not for the informal structure of the organization. Henri Fayol borrowed some concepts from military science. Such as command. Administrative theory has a mechanical approach. It doesn't sound perfect with some of the most important aspects of management. Such as motivation, communication and leading. Conclusion: The

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