

## **THE RATIONAL BEHIND THE FUNCTIONALITY OF THE MULTIPLE THEORIES OF MANAGEMENT: A THEORETICAL OVERVIEW**

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### **ABSTRACT**

Changes in the business environment and employees' behaviors have hitherto necessitated the perpetual emergence of management theories as a result of the inability of one management theory to solve all organizational problems. This write-up focuses on the Rationale behind the Functionality of the Multiple Theories of Management. In view of the above, a review of some early theories of management including the classical, the neo-classical and the modern management theories was made. Similarly, various limitations on these theories were discussed which gave us an in-depth understanding on the rationale behind the functionality of the multiple theories of management. It was concluded that the dynamic nature of employees, globalization, trends in business environment as well as the need for organization to gain competitive advantage has been the drive behind the emergence and application of multiple theories of management.

**Keywords:** Management, System Theory, Scientific Theory, Administrative principle of management, Bureaucracy, Contingency, Situational, Leadership.