

Jethro as the Patriarch of Administration and Management: An Analysis of His Works

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ABSTRACT Pioneer theorists in the academic fields of administration and management are known by certain appellations that are reflective of their contributions towards the history, evolution and development of administration and management thought. Resultantly, Robert Owen is called the “Father of Personnel Management” while Frederick Taylor is known as the “Father of Scientific Management;” in same vein, Henri Fayol is called the “Father of Modern Management” and Max Weber is known as the “Father of Bureaucracy.” The paper reviews the admonitions of Jethro (the priest of Midan), to Moses (his son-in-law), within the precepts of contemporary administration, management and organizational theories and practice. The paper posits that Jethro is the “Patriarch of Management;” and this is supported by a detailed analysis of Jethro’s words as contained in the literature of Judeo-Christian theology vis-à-vis the postulates of Owen, Taylor, Fayol, and Weber, which are predated by the words of Jethro by more than three thousand years.