

Principles of Management

Principle – A basic general law, rule or Idea, fundamental norms, values that represent what is desirable and positive for organisation.



Management - The control or organisation of something.

Management Definition:

Koontz and O' Donnell-

It's the art of getting things done through and with the people in a formally organised group.



Meaning of Management

Management is defined in several ways depending upon the purposes of experts. Most experts have considered four aspects while defining the term management:

1. Economic Performance

Achieving a high operational efficiency



(Input output ratio study)

2. Directing People

Coordinating with people



(To work together with another person or organisation in order to achieve some goals)

3. Decision Making

The action of taking /process of making.



(Implementing decision on various aspects)

4. Functions

The purpose of management



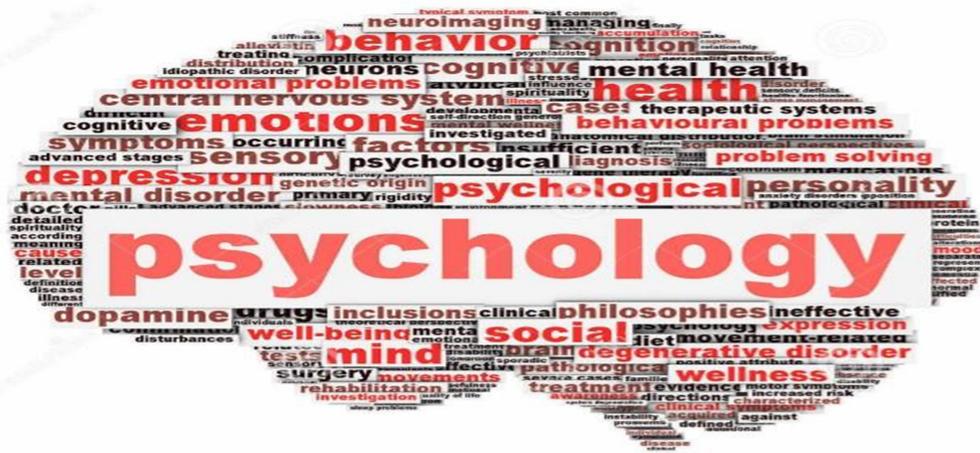
Definition-

Henry Fayol: Management is a process of functions. To manage is to forecast and to plan, to organise, to command, to coordinate and to control.

Nature of Management

Management is a process. It tries to achieve desired organisational goals by working with and through the people and other organisational resources.

- 1) Multidisciplinary: Even though management has been developed as a separate discipline, it draws knowledge and concepts from various disciplines. Management is multidisciplinary because it includes knowledge/ information from various disciplines-



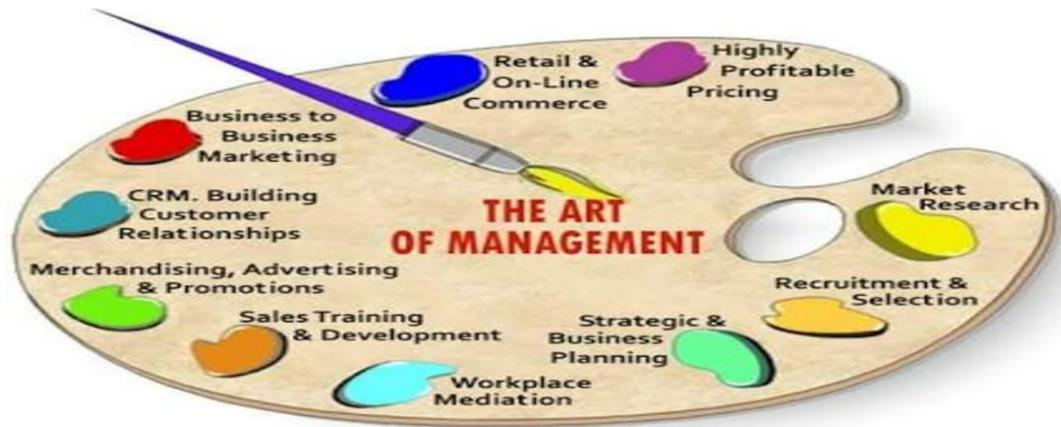


Based on integration and practical evidences, management has framed certain principles. However, these principles are flexible in nature and change with the environment in which an organisation exists. Continuous researches are being carried on to establish principles in changing society.

- 3) Relative, Not Absolute Principle: Relative meaning, when compared to somebody/something else. Whereas absolute means not measured in comparison with something else.



Each organisation or firm may be different from others. The differences exist because of time, place, socio- cultural factors etc. However individual working in same organisation may differ. So management principles are relative and need



Skills- Know-how, versatility, expertise.

Knowledge- Information, understanding and skills that gained through learning or experience.

6) Management as a Profession:

Profession meaning –

A job that needs a high level of training and education.



A profession is an occupation for which specialised -

- Knowledge,
- Skill,
- Formulation of ethical code of conduct,
- Service motive are required.

7) Universality Management:

Universality- Quality of being true.

Management is a universal concept. However management principles are not universally applicable in original format; these are needed to be modified according to the needs of the situation.