

## SHODH SAMAGAM

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### A Study on various aspects of Management in terms of organizational welfare

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A Study on various aspects of Management in terms of organizational welfare Abstract:  
A company expands over the span of time by facing various hurdles. Managing business  
has become a difficult task with increasing complexities. Management has proved  
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#### ABSTRACT

A company expands over the span of time by facing various hurdles. Managing business has become a difficult task with increasing complexities. Management has proved successful itself in serving organizations to improve and innovate, and its application has grown in diverse perspectives. Today, specially, members of every organization should rediscover the capability and desire to learn. This paper reviews the basic aspects as well as some innovative management aspects as well as various aspects of management.

#### KEY WORDS

Management Aspects, Business strategies,  
Traditional and innovative roads.

#### INTRODUCTION

Management is interpreted by different people in different ways. Economists believe it a factor of production. Sociologists outlook it as a class or group of individuals while management practitioners believe it as a process. For understanding, management can be seen as an executive who performs in a formal organization to achieve goals. In the words of Mary Parker Follett Management is "the art of getting things done through people."

At the present time, there are powerful corporations that are capable of developing and staying on top in great competitive circumstances, regardless of the activity area. What makes them different from other companies? Companies with high growth rates may have an answer to this question. Their management skills, strategies, their

various ways of handling and managing the internal process, prove that to build a successful company one must follow at least some conditions, which is going to be described in the next section.

## **LITERATURE REVIEW**

Many researchers (e.g. Belli & Boyd, 2003; Gupta & Govindarajan, 2002) consider that accomplishment of global business aim is a wide-ranging alliance by organization Global state of mind, when each and every employee is primed to work effectively in a global business environment.

Management expert Peter Drucker is credited with introducing management by objective (MBO) as an approach to rising organizational effectiveness. He considers that every manager from the uppermost level to the lowest level in the organization should have clear objectives to pursue. On the other hand, understanding the meaning of modernization is a bit more contentious, mainly in the academic field (Birkins et al., 2008), in which research largely concentrate on technological innovation as a barrier to other types of innovation.

## **OBJECTIVE**

- To study about various management aspects for organizational growth.
- To study about different fundamental dimension.
- Review some of the novel dimensions.

## **Traditional Management Dimensions**

### **1. Internal Process: Operation, Strategy**

Optimization of internal processes leads to greater productivity and customer contentment. Enhancement on the process to make it utmost efficient keeps service costs low and pleases clients, leading to greater profits. The strategy of any organization answers many questions such as what are the core competencies and how will anyone take advantage of them? What are your annual targets? What is the vision and mission of your company?

The dimension of process is the area of implementation and productivity. In short, it wrapups all the stages and their accurate output timely. What are the aspects of many great companies which differentiate them from great ones is their implementation. Businesses that get the right stuff grow faster and constantly than businesses that struggle with implementation.

### **2. Finances: Negotiation**

The compassion of the financial dimension is productivity for most businesses, even though short-term financial goals can forfeit current profits to amplify future potential. The more you get into your financial certainty, the more transparency you have about what your company have done and can do in future.

Another important aspect of management is communication. The business market is becoming more global, and supported by technological advancements, many companies are seeking it to expand their geographic scope from domestic to overseas markets. To do this, interaction with foreign counterparts has become one of the most important activities that managers undertake on a daily basis, estimated to consume about 50 percent of their work time (Fraser & Jarkanda-Fraser, 2002).

### **3. Learning and Innovation: Technological Development**

Technology advances and therefore must do business. New technology can provide considerable change for management, through its application to operations and its direct use in managerial work. These changes are expected to lead to smaller and more frequent management structures based on the benefits offered by new technology for control and integration. Technology facilitates

us to automate numerous processes, thereby increasing our productivity as well as in various fields like data analysis, ERP (enterprise resource planning), CRM (customer relationship management), project management, communication methods etc.

#### 4. **End Result: Customer Satisfaction**

Clients are the base of any company. Without their fund which is invested in your organization, the whole thing will stop. The goal of manager is to capitalize on the flow of fund, but that does not always mean acquiring more customers.

### **New Dimensions of Management**

Julian Birkins, a leading global management thinker, intended a four aspects management model. Four key management processes and practices that occur in almost every organization play a leading role in any strategy:

#### 1. **Managing Across: Activities**

Coordination activities are those that are not imposed by managers to directly manage individuals. These activities can be pre defined rules set by utmost management that affect every employee. Formal rules, roles and procedures are important in giving organizations constancy and structure. On the other hand these activities also have the power to obstruct individual creativeness and freedom. It can reduce staffing and motivate staff.

Whereas complete independence and autonomy can motivate employees to work in more creative way as well as increase the level of innovation. However, it can also lead to a lack of communication, organization, and direction, with the risk of losing sight of overall organizational goals.

#### 2. **Managing Down: Decisions**

Decisions are taken when the staff within the company sits together. Higher authorities are fully accountable for the employees below them and are accountable for work and decisions. This composes decision-making faster and simpler, but also allows good decisions to be ignored by fewer decisions taken by higher authorities.

Whereas, good ideas are less likely to be overlooked when everyone contributes to the decision making process. It also has the power to motivate and engage employees to reduce, but sometimes it is a time consuming process.

#### 3. **Managing Objectives**

Common individual goals across the whole company make targets clear to achieve and assess. This can lead to individuals meeting targets simply to gain rewards.

Whereas specific individual objectives can provide more motivation and align better to each individual's team needs.

#### 4. **Managing Individual Motivation**

These motivational factors, like performance correlated pay and promotions go a long way to motivating employees to work hard. Although, many individuals find they only work up to a certain point.

Assessing what exactly gives your employees pleasure and contentment, and subsequently tailoring their roles, can be an excellent motivational tool.

### **CONCLUSION AND SUGGESTIONS**

Nowadays, high-performing organizations are those that give a new meaning to the relationship among upper management and staff, changing the fundamental nature of the way a business is fabricate. Everyone wins in high-performance organizations: managers who learn to use all resources wisely and

efficiently to achieve their goals, how to use successful managerial methodologies, simple and effective ways to act quickly in the organization; they actually learn to manage in real business terms with employees, on the other hand, in management situations with limited budgets.

The word “Flexibility” plays an important role in terms of management. Some of the Suggestions which can be applied:

1. To improve the level of independence and autonomy is to collect information and feedback about existing procedures and based on this, remove unqualified or unnecessary ones.
2. Increasing levels of creativeness and trust can help move towards accurate and efficient decisions.
3. To accentuate ‘greater specificity’, managers can remind their employees of the overall objectives of the company, but give them the liberty of what methods they adopt to achieve them.
4. Investigation that really motivates your employees can increase motivation among them. It is most effective when it is used to determine future roles and responsibilities.

Obviously, there is no one rigid way for any organization to treat their staff or implement the methods always. However, it’s duty of managers to assess where they currently situated and if a movement with it will result in overall improvement in performance.

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