**Management Theory and practice**

**December 2022 Examination**

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## 1. You are hired as a trainer by Sachin Ethanol, a newly setup organization dealing in manufacturing Ethanol from Sugarcane residue. The CEO wants you to train the newly recruited management trainees about the Principles of Management. Explain the principles of Management to these newly recruited employees by taking the help of Henri Fayol’s 14 Principles of Management? (10 Marks)

## Ans 1.

## Introduction

Sachin Ethanol is a newly set up company that produces ethanol from sugarcane residue. Management is the most crucial facet of the company to attain success. The objective is to concentrate on every aspect of planning, organizing, leading, and regulating to run the organization smoothly and achieve the business objective and objective. The trainer's responsibility is to train the newly recruited management students concerning the principles of management to educate the newly recruited management students on principles of management to supply standards to take and take managerial choices activity for business development. It supports the supervisors in organizing and appointing the work efficiently to maintain the work values and culture in the company to improve staff member satisfaction. With the help of the management principles, the managers can determine the set of functions and goals to accomplish in a timely optimizing the revenue and using business sources most efficiently.

**Discussion**

# Henri Fayol's 14 Principles of Management

Fourteen principles of management method assist the mers in running services efficiently and managing all the variables to develop sound management for organizational benefit.

**1. Division of work -** The first principle concentrates on the division of work among the Staff members to finish the details work in a time to come to be a lot more seasoned and skilled. Implementing this principle aids the workers in establishing their abilities and sustains them to become more effective and skilled for business growth. It is opposed to a multitasking culture.

**2. Authority-** The 2nd principle considers authority and responsibility and makes it more apparent to the manager to make a good equilibrium between managing the employees and ensuring that every employee's directions are performed effectively.

**3. Discipline-** It supports the company in the running efficiently and constructs an organizational culture to appreciate each other by following the policies and regulations to fulfill earnings and development.

**4. Unity of command-** It gives the company the clear direction that staff members must effectively comply with the managers' orders to preserve discipline and security.

**5. Unity of direction-** The Henry Fayol principle mentions that all the staff members need to be operated in a healthy environment and complete specific tasks under the observation of the supervisors. The workers finishing the various tasks in the manager's direction brings reliable results.

**6. Collaborative appeal over personal interest-** The principal support the organization and provide precise assistance to motivate the staff members to boost morale and needs, not harm the person's interest.

**7. Compensation-** Workers must be paid reasonable incomes for their genuine work to motivate them to strive and bring quality work to the company. The incomes have both monetary and non-financial motivation and consist of a permanent performance reward.

**8. Centralization-** The top-bottom method helps the manager use the power successfully to take care of all the divisions and keep a balance of power with the centralization and procedures.

**9. Scalar Chain-** The principle focuses on the efficient communication procedure between the managers and workers to manage all the divisions and comprehend the wants and needs of the staff members to preserve staff member interaction and aid the staff members in clearly comprehending the structure for the growth of the company.

**10. Order-** The principle states to utilize sources like human resources, cash, and materials effectively at the correct time and area for organizational growth and to help reduce abuse.

**11. Equity-** The supervisors must discover equity, such as kindness, and justice, to handle things and produce employee loyalty for the organizational advantage.

**12. Equilibrium of assignment of principle-** The principal overviews the company to minimize worker turnover and take full advantage of the organization's effectiveness by offering excellent training to execute the details effectively.

**13. Initiative-** The principal urges the supervisors to take the initiative to motivate and encourage staff members to boost their spirits and feel valued and respected.

**14. Team spirit-** This is the last principle of Henry fayol to focus on the team spirit to develop a system and cooperation among the workers to enhance the organizational health and wellness and make the employees productive and effective.

**Conclusions**

The 14 principles of Henery Fayol offer to manage the workers and individuals in the organization and create the strategy to motivate and make skilled the workers in a specific job to perform successfully and attain the business purpose. The principal establishes a deep understanding to understand the obligation and manage employees, properly managing the discipline and work values. Good technical ability is another component in the organization that makes the managers reliable and assists in making excellent choices for the organizational growth and controlling all the aspects as well as bargain with the troubles effectively to run the organization. Furthermore, to be a great supervisor and a business leader, this principle supports a great choice and helps regulate and organize all the operation in the firm to attain preferred objective and success. In a nutshell, the principles are very efficient in helping the staff member become more competent and productive to meet the organization's mission and vision.

**2. The newly set up management team is divided in their deliberation on a certain topic and require your help. The core area of this discussion is whether Management is an Art or a Science. As the chairman of the forum, can you throw some light on whether Management is an art or a science or both and Why? (10 Marks)**

## Ans 2.

## Introduction

Management is a powerful approach that thinks about preparing to manage, arranging and utilizing the resources successfully to accomplish the organizational goal and carry out the specific job successfully. The newly created management team is divided their deliberation on a particular subject. It requires the assistance of the chairman of the online forum to throw some light on whether management is an art, a science, or both. Management can be considered science or art or both that include several reasons and use this system to finish the task at a minor expense and bring efficient results. Science provides the truth, a basic principle acceptable worldwide to sustain business organizations and assist managers in handling the relationship between different variables. At the same time, art assistance grows the knowledge and skill to achieve the desired result. It sustains growing personal skills and creativity and boosts the manager's working capacity to accomplish the most effective result.

**Discussion**

**Management as a Science**

Science is a structured body that provides knowledge and supplies particular truths which clarify the phenomenon to establish the relationship between cause and effect and the various variables. It provides scientific principles and the fundamental truth to handle the sources and needs the particular skills to deal with the troubles and bring positive. Science provides learning, whereas art assistance growing the skills and talent to address numerous supervisory problems.

**The principle is universally accepted-** Scientific principles provide the fundamental truth and comply with the organization's supervisors for organizational development and benefit. The main principle serves all sorts of business, such as the unity of command, esprit de corps, and discipline that support any organization to properly take care of all the departments and motivate the workers to strive for the organizational benefit.

**Experimentation and monitoring:** The principles are medically proven, including examination and study aligned with logic to bring monitoring and practical experiences to improve the labor force to satisfy the company.

**Relationship with domino effect:** Management of science successfully helps to understand the relationship between various variables, equilibrium authority, and the duty to bring effectiveness. The absence of this equilibrium immensely affects business growth. For instance, if the employees are given excellent settlement and positive benefits, they are motivated to strive for organizational growth. Still, if they treat them unjustly, that reduces item activity and decreases growth.

**Forecast and credibility:** Scientific principles are reliable and authentic whenever checked. They provide the same results and sustain the company to anticipate the future and obtain accurate results and responses. Henry Fayol's unity of consumer principle supports the company to manage and take care of the employees effectively. Compared to the company employers, the employees get perplexed in complying with the instructions that bring adverse results. Nonetheless, the primary sustained that one supervisor can manage points successfully.

**Management as an Art**

The art of management consists of knowledge, skill, and academic and functional principle to achieve the preferred result.

**Practical knowledge:** Learning the concept does not provide the superior knowledge and experience to properly manage and run the organization in all aspects and aspects to bring positive output and bargain with the troubles efficiently. The practical knowledge of management as art helps supervisors make effective decisions and handle various situations effectively.

**Personal skill-** Practical knowledge increases skills, support, experience, and understanding to expand the personal skill to handle duties successfully and become a great manager.

**Creativity and innovation:** The management of the earth helps the supervisors to come to be innovative and ingenious to meet the business mission and vision, along with knowledge and creative imagination, help them to utilize the sources efficiently for organizational development and handle Their employees properly to develop innovation to develop a corporate photo in the marketplace.

**Bring perfection and goal:** Art in management assists the company is looking for concrete results, and continual practice sustains the supervisors to be the best and complete the job to promote growth and profit. Consequently, the supervisor ends up being excellent and active in handling all the threats, bringing effective services to the organization and developing a healthy environment for the employees.

**Conclusion**

The researcher has located that both science and art are needed for organizational development and advancement. The art science of management is the most vital part of the organization to build up knowledge and exercise with the help of art managing the code and carry out to develop organizational culture and job principles. Art and Science aid the supervisors in growing the competency knowledge experience straighten with skill, creativity, and perfection to efficiently handle the problems and bring reliable options for business growth. Science assists the supervisors in expanding the knowledge and understanding needed for professional growth, and training aid the supervisors expand the method to manage all the staff members and divisions efficiently and provide quality result to the organization and society. Moreover, the principle of management aid supervisors abides by the policy and policies, honesty, integrity, and cooperation with the employees to maximize profit and reduce cost.

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**3. Lemon Tree, a famous hotel chain in India is losing its market share to its peers. The major reasons contributing to the same is that there is a lot of conflict in the organization due to which correct and timely decisions are not being taken. The company has hired you as a consultant to understand and solve this issue**

**a. Explain the different types of Conflicts that can arise in an organization? (5 Marks)**

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## Ans 3a.

## Introduction

Lemon Tree, a recognized resort chain in India, is failing its market share to its equivalents due to the internal conflicts that emerge in the organization that lessen performance and growth. In this section, the scientist has tried to find the different factors for the conflict to bring efficient remedies for the organization's development.

**Discussion**

Conflict and disagreement are unavoidable parts of the organization. The absence of understanding, decision-making abilities, and understanding develops disputes in the organization and negatively reduces productivity and market share. Many variables are accountable for the conflict. A significant difference happens when appropriate and timely choices are not taken to address the trouble. For instance, in the hospitality market, Lemon Tree is encountering trouble because the supervisors do not manage the difficulties and do not try to fix the problem efficiently.

Communication breakdown is one of the most critical factors for misunderstanding between employees and supervisors. Social conflict develops employee disengagement, anxiety, and behavioral change. Different ideas and approaches that are utilized for business procedures develop conflict. Competitors are another significant source of difference and misunderstanding since, in this current market situation, the competition very tremendous, and this condition, the limited sources, create conflicts in the company. Because it produces a shortage of control between the employees and the manager, the absence of quality and authority develops conflict. The working hr is a fundamental reason for the conflict that disrupts the staff members' work-life balance, straight affecting the company and creating a commercial dispute. The lack of clearness and the lack of sources is the common factor for misinterpreting reasons for conflict in the organization. The lack of staff members is another factor for the conflict since it creates an extra problem for the staff member, who has to work with extra power. Multitasking brings discontentment and frustration, creating conflict. The poor workplace creates conflict and dissatisfaction amongst the workers, who are easily distracted and irritated. The absence of motivation and the absence of a management system fails to manage all the divisions and creates disagreements. Structural and connection conflicts reduce productivity and bastardize the workers to work hard to bring efficiency and accomplish the organizational goal.

**Conclusion**

Conflict occurs with human interaction and directly impacts the efficiency of the workers in the company. The company must manage the problem and bring effective services to boost performance. On top of that, it is necessary to enhance communication to interact with the staff members and comprehend their wants and needs to develop a unique business strategy for growth.

## b. Explain what strategies can be used by Lemon Tree to resolve these conflicts? (5 Marks)

## Ans 3b.

## Introduction

Performance and good management is the critical point of the y company to bring the very best results, such as productivity, market share, excellent sale, promotion, and excellent partnership with the omer. The management principle supports the company in stabilizing all the variables to run a thriving scientific research service.

**Discussion**

The hotel Lemon Tree needs to create an approach to properly take care of the dispute and conflict and bring an efficient solution to resolve the problem. An efficient management system sustains the organization in handling all the divisions, making good choices for business development, and negotiating issues efficiently by establishing a healthy and balanced setting for the staff members. First, the company must enhance the practical communication approach and timetable regular meetings with the workers to understand their issues, take their responses for business development, and create the approach. The versatile shift and the skilled employees decrease the workload and work efficiently to bring and satisfy consumer products in the marketplace. Utilizing the sources and taking the help of the local market support the development of the business and minimize the added costs that come to be helpful for the organizational growth. Competitors are the most significant factor for the disagreement in the company to survive in the worldwide market with excellent product services. Effective choices and suitable standards for the workers sustain and encourage them to strive and make a healthy and balanced environment comfortable. A healthy and balanced workplace and society and correct instruction support employees to function favorably. Listening to the workers, taking their point of view, and reducing bring solutions to the issue, aiding in attaining the business objective. Recognizing the root cause of the trouble and, if efficiently, finding the solution to fix the interoffice and exterior problems. Modern innovation and work environment change can also help the company decrease and bring reliable outcomes conflict by pleasing all the stakeholders. The positive method and structure of solid partnerships with the staff members and -employees assist in resolving the issues. Keeping morale and reducing stress Support the company to achieve market gold and successfully take care of the negative situation.

**Conclusions**

After discussing all the solutions and troubles, the researcher has concluded that enhancing employee retention, encouragement, and motivation addresses problems successfully and helps the company achieve a favorable result—partnership recognizing the trouble and good organizational technique address the disagreement.