Good essay about applying management theories

Business, Management

The managers of today has access to unlimited number of resources, but things were not so hundred years back. Thanks to the early management theories which could guide them to develop their management practices . Theorists like Fayol, Taylor, and Weber etc. contributed their efforts in the field of management which made foundations for modern management theories. Henry Fayol (1949), came out with administrative approach of management and he believed that management is an activity which is common to every field of human activities . He is supposed to be founder of classical management school as he was the first one to systematize it and come out with five basic functions of management, planning, organizing, commanding, coordinating and controlling . He objected the earlier notion that " managers are born and not made", and argued that it should be taught in schools. His 14 principles of management was his greatest contribution in the field of management which were, division of work, authority, discipline, unity of command, unity of direction, subordinate of individual interest to common interest, remuneration, centralization, hierarchy, order, equity, stability of staff, initiative, and esprit de corps . Though people don't refer these 14 principles now, but they are considered to be the most influential contribution of Fayol in the field of management . Over the years, there have been many changes been observed in management, due technological revolution. Access to information and external resources became easy and management also became globalised. That is why earlier theories become obsolete, and so theories like system approach, quantitative approach and contingency approach came up. Though Fayol was the pioneer in this field, but modern theorists like

Mintzberg opposed the theory saying that it doesn't hold true today . Even though there were some similarities like, Fayol mentioned five elements of management such as organising, which Mintzberg and Stewart also mentioned in their theories that without organising, a manager is not required in any organisation . Both suggested almost similar approaches of classifying manager jobs . According to Lamond, both the theories represent the both sides of a coin . Fayol's theory suggests how a management supposed to be, whereas, Mintzberg theory explain what manager actually performs . Fayol's theory observed organisations in closed systems, where very less external influence was there, whereas Mintzberg saw organisations in the open systems, so he accounted both internal and external environments.

Increasing role of IT (Information Technologies) has given rise to globalised businesses and increased opportunities for managers. It has completely changed the external environment of an organisation. Markets have grown, and are not confined to any particular location; it is growing globally each day. Introduction of It brought ERP systems, emails, video conferencing; etc. which has communication very fast and managers could communicate with one another easily and regularly. Technology and innovation has removed cultural barriers and organisations are facing problems in balancing culture and knowledge sharing among employees. The role of a manager has risen due to globalisation as he has to manage cultural diversities of employees, customers, different markets, competition. The role of managers have internationalised due to technology and innovation.

Plan

I would implement a plan to use my managerial attributes in my future profession of Healthcare Management. Attributes

Good communication to my employees disseminating info clearly, leadership providing direction and able to delegate effectively, flexibility to adapt to every changing situations, overcome and find solutions, being optimistic inspiring others, possess confidence and make good decisions and building the team.

The above figure shows the functions of a manger in an organisation and the skills and attributes he must possess to perform these functions, include:

Communication skills: For all the functions shown above needs food communication skill, so that he could communicate well with both seniors and subordinates.

Resource Management: In organizing and staffing I need to have resource management skill.

Planning and organizing: This skill will be needed in planning and organising functions of management.

Creativity: In planning, leading, organising functions of the management, I need to be creative.

Empathy: For staffing and leading functions of management, I need to be empathetic, to understand the situation of my seniors and subordinates.

Teamwork: This is required in leading and staffing function. Also in planning and organizing function teamwork attribute is needed.

Leadership: This skill required in managing staff, organizing, and leading functions.

Decision making: This is needed in almost all the functions of management.

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