

Introduction in
addition, there should
be unity



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Introduction

My advice to management on human management emanates from inspiration by the need for efficiency within the work force and at the same time promoting harmonious coexistence among colleagues. The functions of human resource management which include planning, organizing, directing, staffing and controlling require an approach that best serves the interest of the organization and individual members of staff.

It is, therefore, the organization's best interest to adopt and apply the findings and principles of management as put across by the father of management, the French engineer Henri Fayol (1841- 1925). His study and practical experience as an engineer and later as director of a mining company that employed over thousand workers reflected the relevance of his works.

Division of Work

To begin with, the company should delegate different duties and obligations to different people who bear the necessary qualifications to perform that particular kind of work. This division of work aims at getting the best out of specialization. Fayol argues that specialization brings out the best of every individual in the organization by limiting the level of responsibility such that they are able to concentrate on a particular area of work. Adoption of a system that shall allow all workers- including the managers to perform specific roles that do not have ambiguity of responsibility, and at the same time promotes improvement of particular skills to enhance individual and corporate productivity is important.

Authority and Responsibility

Authority should be given to employees that hold positions that command the necessity for the same. This gives them the power to give appropriate commands, besides creating the relevant professional confidence that is required when dealing with people.

By giving managers and supervisors authority, the company will not only delegate powers to them, but also give them responsibility. They are therefore obliged to perform as expected to meet this responsibility.

Discipline

For authority to be effective, discipline should be emphasized within the workforce. This calls for personal responsibility on the part of the management and the workers with respect to adherence to work ethics

(Sumon, 2010). Juniors are expected to obey their bosses, and everyone is expected to respect the rules and regulations that govern the organization.

Unity in Chain of Command, Unity of Direction

In addition, there should be unity in the chain of command. Orders and instructions that flow to the employees should follow a particular channel which is in agreement. There should not be contradictions as they would lead to misinformation and confusion of the workers. This principle is further fortified by the adoption of the one on unity of direction.

This requires that specific departmental functions to be under a specific leadership. Co-ordination of activities is demystified, and harmonious collective responsibility for the individual department is enhanced (Witzel, 2003).

Employee Related Principles

Employees' interests should come after those of the company. Sensitization of the work force about the importance of this principle will ensure that they do not compromise the achievement of the company's goals in pursuit of their own. Achievement of the firm's interest forms the basis of the employees' work ethics and loyalty ratings. The firm should ensure that employees have security of tenure and that they get fair pay for their work. When sure of their jobs' safety and getting what they deserve for their efforts, workers are motivated to be more productive. Management should also encourage and be receptive to employees' initiatives that are congruent to the company's interests.

Equity among employees is also crucial- management should not show favoritism among some employees as this would instigate animosity. This would foster and uphold the teamwork that Fayol described as Esprit de Corps principle. The company stands to gain from the implementation of these principles since they are not only relevant, but also crucial to the effective attainment of its goals. Implementation of what has not been adopted and strengthening what has is therefore beneficial (Daft, 1983).

References

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