

Delegating responsibilities is the key to effective management

[Business](#), [Management](#)



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Affiliation ' Delegating Responsibilities Is the Key to Effective Management'

Delegating responsibilities is the key to effective management due to a number of aspects including authoritative powers and overall operations. Delegation defines the transference of power or authority to a competent individual to undertake a selected task (Dubrin, 2012, p. 59). Delegating responsibilities entails maximizing the productivity of the manager and the employees. Remarkably, a manager overworks himself because he wants to maintain control of the workplace. Delegating results in substantial positive managerial outcomes, which makes it the key to effective management. Delegating ensures that the manager has adequate time for other responsibilities such as monitoring progress, supervision, and decision-making (Luecke & McIntosh, 2009, p. 21). According to Dubrin (2012), delegation helps the manager to delegate tasks that are low priority and not urgent, which give the manager adequate time to accomplish high priority projects that have short deadlines. Delegation also assists the manager in completing tasks at a faster pace (Luecke & McIntosh, 2009). For example, if the manager is undertaking a project that requires research, he can delegate portions of the research topic to the employees. The employees can perform the research while he concentrates on analyzing the findings, drawing conclusions and making the decisions. Similarly, when undertaking a project, the group is able to complete the project swiftly because the manager breaks down the work and assigns it to different people ensuring that the project gets done quickly and the team can move on to another project. Delegation ensures that the team undertakes more projects which increases

productivity. During the delegation process, the manager must pair a task to the individual that can perform it best (Smoke, 2010, p. 49). For instance, the task to analyze media content about the company cannot be assigned to an individual that hardly has an online presence. Similarly, it would be a waste of time to ask the head of the IT department to complete that task. However, a young intern would be enthusiastic about spending their day online analyze the citing or media appearances of the company online. Matching an individual with the correct skills for the correct task increases the productivity level because everyone produces the best results for the assigned task.

Delegation also encourages empowerment and cooperation in the workplace. Delegating means that the manager must engage in training from time to time to ensure that his employees have the ability to handle the task assigned to them (Smoke, 2010, p. 51). The process of training empowers the employees by giving them the skills and building their confidence. The individuals' empowerment increases their interest in team participation and development.

Effective management occurs when individuals in an organization coordinate their efforts toward accomplishing its objectives and goals. Delegation makes coordination possible by fostering teamwork and increasing productivity (Lacharity, Kumagai, & Bartz, 2013, p. 34). Through delegation, the company is able to accomplish more goals because it saves time, ensures everyone's efforts are focused on contributing to the organization, and the employees are empowered and invested in the organization.

Reference List

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