

The acronym posdcorb in management

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



- ii. Organizing. This is establishing the formal structure of authority through which work is distributed, arranged, defined, and co-ordinated to achieve the set goals of a certain organization.
- iii. Staffing. This is the whole function of bringing in and training the staff and maintaining favorable conditions of work.
- iv. Directing. This includes the task of making decisions and embodying them in specific and general orders and instructions and serving as the manager of the enterprise.
- v. Co Ordinating. This is the most important duty of interrelating the various parts of the work. It includes linking all the activities in an organization.
- vi. Reporting. This involves keeping those responsible informed as to the going-on's within the organization. Which includes informing them through records, research, and inspection. This also includes giving feedback to both the organization and the public.
- vii. Budgeting. This is a very important stage. It includes fiscal planning, accounting, and control.

This approach has been adopted by many managers as it helps organizations structure and analyzes management activities in the organization. It also helps in the equal division of tasks to the different departments.

Limitations

There have been a lot of criticisms over time on the validity of POSDCORB. Literature regarding the same started being published as early as 1938. Some of this criticism include:

- i. A key step in the process has been ommitted, knowledge of the subject

matter. None of the functions outlined can be carried out if the manager lacks an ounce of knowledge in the subject matter.

ii. No emphasis or mention is made to the goals that ought to be achieved. What are the managers working towards? What should be the expected end product? Without goals, managers may tend to work in a haphazard manner.

iii. An oversimplification of the administration process. The administration is not as easy as the acronym makes them out to be. Just because one has mastered the steps outlined does not make them a good administrator. Other factors also come into play. For instance; employee relations.