

The modern-time management essay sample

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



In the 1900s, companies were dealing with management practically. There were barely any management tools and methods at that time. However, Henri Fayol started to lay the foundations for principles of management. He is believed to be the godfather of the modern-time management. He was born in France and worked as an engineer in a company that dealt with mining. He helped the company come out of bankruptcy and become highly successful. During this time, he developed fourteen basic principles of management which were used in businesses in all fields and not only mining. Fayol brought about the policies which were later published in a book. The following essay analyses the Fayol's 14 principles of management and their relevance to post-capitalism ideas of management.

The principles are declarations which focus on management based on essential truth. They work as a guide for actions that managers make and are helpful in decision-making. They are analysed by day-to-day events encountered in the management professions. His principles of management are as follows:

Work Division

Practically, workers have different skills, and each of them is special in a particular area. The levels of specialty are also mixed in the same areas of knowledge. Developments both professionally and personally support this idea (Shafritz, et al., 2016). Fayol states that specialization leads to efficiency and better productivity. Moreover, this also increases speed and accuracy. This principle is used in management and technical activities.

Responsibility and Authority

Management has the mandate to order employees to do things in an

association. Apparently, the authority brings obligation. As indicated by Fayol, the body provides the management with the privilege to order the employees (Uzuegbu & Nnadozie, 2015). The duty can be tracked back from performance, and it is essential to make understandings about it.

Responsibility and authority go hand in hand.

Discipline

This principle mostly talks about respect. It usually deals with good conduct and conscious cooperation. This management guideline is necessary and is viewed as the oil to influence the motor of an association between employees and managers to move quickly.

Command Unity

Unity of command shows that a single employee is supposed to be given orders by one manager and should answer to that particular manager. Confusion may arise if the employee is at one point assigned orders by another manager. It is easy to establish where mistakes are made when this principle is used.

Unity of Direction

This administration rule of the fourteen management principles deals with focus and solidarity. All personnel carry similar tasks that may be linked to same targets. All tasks must be finished by people who structure a group. These tasks must be done in a procedure that shows advancement (Uzuegbu & Nnadozie, 2015). The manager is the ultimate person in control of this principle and he/she monitors the advance of the considered and agreed

exercises. Endeavors made by the workers and coordination are the areas of focus.

Subordination of Individual Interest

There is continuously an extensive variety of interests in a company. Fayol demonstrated that distinct benefits are subordinate to the benefits of the organization to have a company work well (morals). The primary focus is on the commanding goals but not the interests of the person. This relates to everyone in the company, together with the administrators.

Remuneration

Motivation and profitability are near one another when relating to an association being run smoothly. This administration standard states that the compensation must be adequate to keep employees propelled and advantageous. There are two types of remuneration: non-money related (praise, extra duties, acknowledgements) and financial (payment, prize or other budgetary pay). It is ultimately about recognizing the efforts made.

Centralisation

Authority and administration for primary management process should be appropriately accustomed in a company. This depends on the capacity and size of an organization including its chain of command. Centralism advocates the convergence of essential governance authority at the best management. Sharing of bodies for the necessary management process with levels that are lower (midpoint and more economical administration) is referred to devolution by Fayol. He showed that a company must struggle for a decent poise in this.

Scalar Chain

The progressive system shows itself to all organizations. This fluctuates from the senior administration to deficient levels in the association. Fayol's principle of organization indicates that there must be a clear link in the field (Uzuegbu & Nnadozie, 2015). This can be viewed as a type of administrative structure. Each worker can talk to a chief or someone superior in times of crisis with minimal testing of the chain of command. It is especially so when it is about reports of cataclysms to the supervisors.

Order

It is according to this principle that employees are supposed to have the correct tools at any given time to help them work properly in an association. Apart from a social order which is the responsibility of managers, the environment in which they are working should be safe. It should also be tidy and spotless.

Equity

This principle occurs in the center of an establishment's values. Fayol states that workers should be treated equally and the managers should not be mean or biased. Workers should also be positioned in the right place to do things using the proper means. Managers must also be in charge of making sure this process is followed, and all employees are treated impartially.

Stability of Personnel Tenure

This represents the deployment and management of employees which must be balanced with services provided by the company. Managers should try to reduce turnover in employees to have the workers at the correct

workstations. Areas that should be managed well are enough development and frequent position change.

Initiative

This principle states that management should allow the employees to have new ideas and express them. It gives the workers the urge to have interest and get involved while creating value for the organization. Fayol indicates that initiatives from employees provide the company with strength. So, the principle helps the workers to have interest and be involved.

Esprit de Corps

The principle means striving to make sure employees are united. Morale remains the responsibility of managers, both individually and when communicating. The law develops a climate of understanding and trust. It also adds culture development.

The principles have been helpful in management in the modern day, as they are relevant to the post-capitalist ideas of management. The 14 principles have helped managers from the early 1900s to learn how to interact and work with employees in a way that seemed productive. Even if the principles are not used as before, it acts as a basic framework for managers in the modern world. Recently, Peter Drucker published a book called “ Post-Capitalist Society”, and in this book he said that world economies were going into an era based on knowledge. To him, the word “ post-capitalist” described a new order that was not defined by labor classes and capital ownership but by knowledge workers.

Drucker distinguishes four critical changes in the worldwide economy. A transition in the 14th century, from a primitive economy based on agriculture, to present day, free-enterprise. The Industrial Revolution led to steam engines and manufacturing plants. In the 20th century, the revolution of productivity as administration of work and procedures helped the profitability of work, and since the 1990s, the development of the economy based on knowledge. In Drucker's examination, these quick spreading financial upsets trigger significant political and social progression (Smith, 2017). The overwhelming social structures that we underestimate – work, capital, and the country state – are not stagnant. Instead, they are what might be as well called the late-1200s primitive society. During those days, the society appeared to be perpetual to the individuals who had known nothing else except for that was at that point being destroyed and supplanted by the Renaissance-period advancement of the present-day private enterprise.

To conclude, the fourteen principles of Fayol are used by managers in companies. They are used to plan, process and to govern employees in the organizations. Most of the principles use common sense and apply to groups in the present day. Most managers use the knowledge to manage employees.