

# Basic management and organisational theory



**ASSIGN  
BUSTER**

CONTRIBUTIONS	STRENGTHS	WEAKNESSES
CLASSICAL THEORY	It is purposeful and investigational attitude. Supervision personnel and organization more efficiently.	The whole thing planned and organized harmony of expertise and maintenance by administrators.
HUMANISTIC THEORY	This concept concentration on humanistic viewpoint. it contributes additional position to individuals.	Because of communal considerate in people announcement greater than before. Individuals are complicated in so there is more harmony in conclusion manufacture.
CONTINGENCY THEORY	This is uncluttered coordination methodology and there is no one way of management the state of affairs. it deal the changed condition another way.	No have confidence in in 'one unsurpassed way' so many procedures and philosophies are used.

## IDENTIFY2 ORGANIZATIONAL STRUCTURES:

### 1. Functional Structure

## 2. Divisional Structure

### DESCRIBE

The organization is separated into dissimilar subdivisions based on the occupations when management. This allows the organization to intensification the proficiencies of well-designed individuals.

These type of organization division the functioning areas of organization into farewells. Each leave-taking has its own capitals in order to occupation autonomously.

### COMPARE

In purposeful construction there is announcement between the decision-making constable and his operates which work efficiently in exhume subdivision.

In regional structure numerous sections are occupied composed to spring outputs. in this structure there is no communication allowed in different branches and sub-departments.

### 1. 3

#### SOURCES OF POWER, INFLUENCE AND AUTHORITY:

Legitimate source- it's also known as the positional influence. It's consequent from the situation of an individual that is grip in an organization.

Expert source-it's originates from knowledge or teaching.

Reward source- operative supposes some type of recompense from their bosses.

Referent source- referent authority mentions to the individual who has desirability towards their instruction.

Coercive source-operative has terror of enthusiastic or downgraded.

#### IMPACT ON PRESENT DAY ORGS:

There is enormous influence of these foundations of influence; inspiration and specialist to contemporary era organization. To clench of the organization both administration squads wants that they must binary or extra foundations.

To brand persons under their regulator every now and then they secondhand recompense authority like growth income, elevations.

#### EFFECTIVENESS ON PRESENT DAY ORGS

There are several influences that can influence the effectiveness of organization. in the more technical world people are highly technical, knowledgeable. They are more self-assured and believe in their competences. They have the boldness to ' to do' things rendering this altering biosphere.

1. 4

#### COMPARISON ON TRADITIONAL AND CURRENT PERSPECTIVE

## DELEGATION

In former standpoint individuals delicacies like teen-ager. in the ancient assignment finished straightly. People come interfering. Every education of the diplomacies give face-to-face. Today with accumulative of knowledge it becomes supplementary unceremonious, and now it's completed by methodological ways and means like e-m and texts, Which is more hazardous and perilous.

## PARTICIPATION

In terms of contribution, people continuously check the strategies before esteem less type of elegance they assume. When personnel are complex in the modification exercise they are additional likely to purchase into modification somewhat than struggle it. The method is likely to subordinate fighting more so than just hopeful individuals will contribute transformation.

## DECISION MAKING

Decision making is identical communal these days. One and all has their specific thing and professional in equipment. in pronouncement making general public share their designs and plan which is greatly consumed today associate to the ancient.

### 1. 5 IDENTIFY THE PRINCIPLES FOR COORDINATION:

Principles of direct contact-there are straight connection between administrators and dependents and the result will be virtuous affiliation between them.

Principle of continuity- it is not a erstwhile commotion. The progression of synchronic flinches when the association twitches and it's endure until the association be exist

Principle of reciprocity-the arrangements of all the general public of association are related in. so the pronouncements of one somebody will disturb to all other persons association.

#### PAST AND CURRENT RELEVENCE TO MGT EFFECTIVITY:

Perpendicular synchronization can be designated as cable of guidelines which is in mandate. in this management statement between companies and supervise is made consultant who helps in accomplishing administrative goal. On the other hand in str management there is announcement between sectors to constituent part.

#### TASK 2

##### 2. 1 RELEVANCE AND APPLICATION OF THE MOTIVATION THEORIES

###### 2. 1. 1 -Humanistic Motivational Theory, Incentive Theory

###### Relevance:

Humanistic theory is the most well-known theory of motivation. According to these t human is ambitious to perform their best potential and will always do so unless diffic are placed in their way. These obstacles include food and shelter, financial problems

The relevance of incentive theory people is motivated to do things in the workforce because of external rewards like money, reward. This theory describes that particula motivation.

###### Application:

These theories can be used by the management employers to check the performanc their staff. Employers also understand that their staffs have number of needs that th want to be filled. This way the management comes aware of his responsibility to sati these needs.

Expectancy theory, Equity theory

Relevance:

Expectancy theory is best described as process theory. It explains why individuals choose one behavioural option over others because they believe that their decision will lead to their desires.

The concept of equity theory is that people get their job satisfaction by analysing their inputs and outputs with other people in the same workforce.

Application

These theories can be used as a consideration example in the workforce. It will be very helpful for people who are doing their job very hard.

## 2. 2MANAGERIAL APPROACHES TO MOTIVATION AND THEIR DISTINCTIVE CONTRIBUTIONS

### 1 Pay and job performance

The main contribution of this approach is that it defines the belief that if employees give outstanding performance in their organization, they will get some reward.

### 2 Quality of work life programs

The contribution of this approach is to describe the ways and programs so employees can have a better working life.

## 2. 3 POSITIVE OR NEGATIVE IMPLICATION OF SOME MANAGEMENT STYLE IN RELATION TO MGT PRACTICE:

Autocratic style: manager takes all the important decisions without involvement from workers.

Positive implication: decision making very quickly. Controlling large number of low skilled workers.

workers.

Negative implication: one way communication. The staff would like to give new ideas to management but this creativity is not respected by the managers.

Participative style: managers expect lots of feedback from their staff before coming to a conclusion and making a decision.

Positive implication: two way communication to motivating. This is problem solving process and openness to new ideas can result in innovation.

Negative implication: this is very slow down decision making process.

Still quite dictatorial and autocratic style of management.

## 2. 4 EXAMINATION OF JOB DESIGN FOR MARKETING MANAGER

Motivational effects: in terms of characteristics the motivational effect is very high and exciting, in this task people from various culture involved. And they will get chance to express their views and get chance to gain knowledge. In terms of personal individual don't get chance to mingle with other people. They have to do their things themselves.

What are the implications of the job design for management?

The implications of the job design for management depends on capability. The organization looks for the most capable person to handle problems.

The thing that is more demanding and needed mostly on the job design is not only technical business skills. A person who is cultured and worldly is more entailed on the job design.

## 2. 5 SOCIAL INFLUENCE ON INDIVIDUAL WORK EFFECTIVENESS AND MOTIVATION

Social influence like values, rules, customs which effect work effectiveness and motivation.

People have their own way to working and solve problems. The management should



conscious to these matters. The team leader should know that every member has its personality and skills. And no one wants to change his/her beliefs for the team. Rather everyone should learn something new from other culture.

### TASK 3:

#### 3. 1 LEADERSHIP VS. MANAGEMENT

The role of a leader is to set new vision for the company. Leader focus on people. On other hand, the role of the manager the manager focuses on systems and structure. manager relies on control.

#### 3. 2 IMPACT OF MGT AND LEADERSHIP ROLES ON ORG. STRUCTURE

Leader is responsible continually analysing and developing the organizations effectiveness and ability to meet the needs of its members. The manager is the one who implements plans made by leader.

#### 3. 3 COMPARE TWO DIFFERENT LEADERSHIP STYLES AND IDENTIFY AND CONTRAST

##### LEADERSHIP

##### STYLE

	DIFFERENCES	SIMILARITIES	ATTRIBUTES	SKILLS	STRENGTHS	WEAKNESSES
Democratic	Democratic style follows people suggestions. A visionary leader is who turn his colleagues	These both style working for people and organization in different working way.	Encourage employee to be part of decision making, creativity is encouraged.	Staff member s involves in decision making.	Increase employee motivation and commitment to the decision	It takes time to make

towards a

common

goal.

making.

visionary	People share information openly. Motivating people	Leaders must have convincing power.	Definite and clear vision.	Sometimes leader have all the power.
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