



Themes of Management Theory

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Abstract:

Early management theory consisted of numerous attempts at getting to know these newcomers to industrial life at the end of the nineteenth century and beginning of the twentieth century in Europe and United States. These include scientific management, Classical organization theory, Behavioural school and management science.

Keywords: *Behaviour, Commerce, Globalization, Management, Theory of management*

1. Introduction

Management theories are the set of general rules that guide the managers to manage an organization. Theories are an explanation to assist employees to effectively relate to the business goals and implement effective means to achieve the same. Read more to learn more on management theories.

Management involves the manipulation of the human capital of an enterprise to contribute to the success of the enterprise. This implies effective communication: an enterprise environment (as opposed to a physical or mechanical mechanism), implies human motivation and implies some sort of successful progress or system outcome. As such, management is not the manipulation of a mechanism (machine or automated program), not the herding of animals, and can occur in both a legal as well as illegal enterprise and environment. Based on this, management must have humans, communication, and a positive enterprise endeavor. Plans, measurements, motivational psychological tools, goals, and economic measures (profit, etc.) may or may not be necessary components for there to be management. At first, one views management functionally, such as measuring quantity, adjusting plans, meeting goals. This applies even in situations where planning does not take place. From this perspective, Henri Fayol (1841–1925) considers management to consist of six functions:

1. forecasting
2. planning
3. organizing
4. commanding
5. coordinating
6. controlling

2. Six themes in Management theory

2.1 New Organizational Environment

- The dynamic engagement approach recognizes that an organization environment is not some set of fixed, impersonal forces.
- Rather it is a complex, dynamic, web of people interacting with each other.
- As a result Managers not only pay attention to their own concerns, but also understands what is important for other managers within the organization and in other organization.
- They interact with these other managers to create jointly the condition under which these organizations prosper and struggle.
- The theory of competitive strategy developed by Michael Porter focuses on how managers can influence conditions in an industry when they interact as Rivals, buyers, suppliers, and so on.

- Another variation in on the dynamic engagement approach, most notably argued by Edward and Jean Garner stand in management for a small planet.
- Place ecological concern at the center of management theory.

2.2 Ethics and Social Responsibility

- Managers using a dynamic engagement approach pay close attention to the values that guide people in their organizations.
- The corporate Culture that embodies those values, and values held by the people outside the organization.
- This idea came in to prominence with the publication in 1982 of *In Search of Excellence* by Thomas Peters and Waterman.
- From other study of '**Excellent**' companies. Peters and Waterman concluded that "the top performers create a board, uplifting, shared culture, a coherent frame work
- Within which charged up people search for adoptions. Robert Solomon has taken this idea little further, arguing that managers must Exercise moral courage by placing the values of excellence at the top of the Agenda.
- In dynamic engagement, it is not enough for managers to do things in the way they always have, or to be content with matching their Competitors.
- Continuously striving towards excellence has become an organizational theme of the 1990s.
- Because values, including excellence, are ethical concepts.
- The dynamic engagement approach moves ethics from the Fringe of management theory to the heart of it.

2.3 Globalization and Management

- The Dynamic engagement approach recognizes that the world is at the manager's doorstep in 1990s.
- With world financial markets running 24 hours a day, and even the remotest Concerns of the planet only telephone call away, managers facing the twenty first century think of themselves as global citizens.
- A simple comparison illustrates how things have changed.
- If we were to look through the 1940s you would find very little about international factors with good reason in the time and place.

2.4 Inventing and Reinventing Organizations

- Managers who practice dynamically engagement continually search for ways to unleash the creative potential of their employees and themselves.
- A growing chorus of theorist is urging managers to rethink the standard organization structures to which they have become accustomed.
- Peter is once again at the forefront. His concept of '**Liberation Management**' challenges the kind of rigid organization structure that inhibits people creativity.
- Peter's heroes succeed in spite of those structures.
- Michael Hammer and James Champ have made their concept of reengineering the corporation into a bestseller.
- Hammer and Champ urge managers to rethink the very process by which organization function and to be courage's about replacing process that get in the way of organizational efficiency.

2.5 *Cultures and Multiculturalism*

- Managers who embrace the dynamic engagement approach recognize that the various perspective and values that people of different cultural backgrounds bring to their organizations are not only a fact life but a significant source of contributions.
- Joanne martin has pioneered the cultural analysis of organizations. she explains how difference create unprecedented challenges for modern managers.
- Charles Taylor is a prominent proponent for the so called “**Communitarian**” movement.
- Taylor claims that people can preserve their sense of uniqueness –their authenticity
- Only by valuing what they hold in common in the organization and communities in which they live.
- Multiculturalism is a moving target as more and more people become conscious of their particular traditional and ties.

2.6 *Quality*

By the dynamic engagement approach, total quality management (TQM) should Be in every manager’s vocabulary.

- All managers should be thinking about how every organizational process can be conducted to provide product and service.
- That is responsible to tougher and tougher customer and competitive services.
- Strong and lasting relationships can be fruitful by product of quality frame Of mind and action by this view.
- Total quality management adds one more Dynamic dimension to management because quality too is always a moving Target.
- Dynamic engagement is an example of the changing face of management theory.
- Not everyone we have mentioned in this overview of the dynamic approach called himself or herself as a management theorist.
- Some are philosophers and some are political scientists.
- The dynamic approach challenges us to see organization and management as integral part of modern and global society.
- This was not always a tenet of management theory.

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