



ROLE OF ORGANIZATION MANAGEMENT IN OVER ALL DEVELOPMENT OF BUSINESS ENTITIES

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Abstract: An organization is a structure in which people from various backgrounds, educational backgrounds, and hobbies come together to work toward a shared objective. Employees must work in close collaboration with one another and give it their all to fulfill the organization's objectives. It is critical to effectively manage employees so that they feel indispensable to the company. Organizational management aids in bringing out the best in each individual so that tasks are completed within the time frame allotted. Employees are bound together by the organization's management, which instills a sense of loyalty in them.

Index Terms - Organization, Structure, Management, Employees, Business Entities

I. INTRODUCTION

An organization is a structure in which people from various backgrounds, educational backgrounds, and hobbies come together to work toward a shared objective. Employees must work in close collaboration with one another and give it their all to fulfill the organization's objectives. It is critical to effectively manage employees so that they feel indispensable to the company. Organizational management aids in bringing out the best in each individual so that tasks are completed within the time frame allotted. Employees are bound together by the organization's management, which instills a sense of loyalty in them.

Organization management is the art of bringing people together on a shared platform and encouraging them to work together toward a common goal. Organizational management allows for the most efficient use of resources in the workplace through thorough planning and control. Employees are given a feeling of direction by the organization's management. Individuals understand their duties and responsibilities and what they are expected to accomplish in the organization.

The organization's profitability is ensured by competent management. In layman's terms, organization management refers to the effective administration of both the organization and its people.

II. Organizational Management is Essential Due to Following Reasons:

1. Employees are given a sense of security and unity by the organization's administration.
2. For greater collaboration among multiple departments, competent management is essential.
3. As a result of good organization management, employees' complete tasks within the specified time limit.
4. Employees are committed to their jobs and do not consider work to be a burden.
5. A tranquil and cheerful work environment is the result of effective organization management.

II. Organizational Management's Key Characteristics:

1. **Planning:** Create a strong business plan. To avoid future misunderstandings, it is critical to settle on a future course of action. Make a plan for how you want to proceed.
2. **Organizing:** The wise use of resources to get the most out of employees is referred to as organizing. For a steady cash flow, create a monthly budget.
3. **Staffing:** Poor management of an organization leads to disgruntled personnel who, in turn, cause issues for themselves and the company. Identify and hire the best people for the job.
4. **Leading:** Managers or superiors must establish clear goals for team members. A leader must ensure that his team members work together to achieve a common goal. He is the one who determines what is appropriate in a given situation.
5. **Control:** The superiors must be aware of what is going on in their environment. For effective administration, hierarchies must be clearly defined. The reporting bosses must evaluate their subordinates' performance and progress and provide guidance as needed.
6. **Motivating:** Employee motivation goes a long way toward bringing them together. Appreciating employees for their hard work or offering profitable incentive schemes can help motivate staff and keep them working for longer periods of time.
7. **Organize your Time:** Employees that use good time management are more likely to perform the correct thing at the right time. Effective time management always pays off in the long term.

IV. Management Approach:

Every leader has his or her own approach to dealing with personnel. Management style refers to the varied approaches to interacting with subordinates at work. Superiors must decide on the future course of action based on the current workplace culture and environment. Employees' personalities and mindsets have an impact on management styles.

1. **Working in an Autocratic Manner:** The superiors do not consider the opinions and suggestions of the subordinates in this type of working environment.
 - a. Managers, leaders, and superiors are solely responsible for making choices, with little regard for their subordinates.
 - b. Employees are completely reliant on their managers and are unable to make decisions on their own.
 - c. In this type of working environment, subordinates just follow their bosses' guidelines and procedures. They have no say in how management makes choices.
 - d. What the bosses think is best for the firm eventually becomes the company's policy.
 - e. Employees are unmotivated in an autocratic work environment.

2. **Working in a Benevolent Manner:** Leaders in a paternalistic work style decide what is best for both the people and the organization.
 - a. Policies are made to benefit both the employees and the company.
 - b. Before making a decision, the suggestions and feedback of subordinates are taken into account.
 - c. Employees feel attached and loyal to their organization when they operate in this manner.
 - d. Employees are more likely to stay engaged and like their work rather than view it as a chore.

3. **Working in a Democratic Manner:** Superiors encourage comments from subordinates in this type of working environment.
 - a. Employees are asked to participate in an open forum to examine the benefits and drawbacks of various plans and proposals.
 - b. Working in a democratic manner fosters effective and healthy communication between management and staff.
 - c. Before making a decision, the supervisors listen to what the employees have to say.

4. **Working in Laissez-Faire Manner:** Managers are hired for the sake of being hired and do not offer much to the organization in this type of environment.
 - a. Employees make their own judgments and handle their job.
 - b. Individuals that aspire to be large in the company and want to accomplish something different every time outperform those who come to work for fun.
 - c. Employees are not reliant on their bosses and are aware of what is good and wrong for them.

5. **Working in Management by Walking around Manner:** Managers who work in the manner described above see themselves as valuable members of the team and are good listeners.
 - a. Superiors communicate with employees more frequently to learn about their concerns and suggestions.
 - b. In this type of working environment, the leader acts as a mentor to his or her subordinates, guiding them as needed.
 - c. The managers don't shut themselves in their cabins; instead, they roam about to see what's going on.

V. Conclusion:

Organizational behavior management is a branch of applied behavior analysis that focuses on using behavioral analytic principles and contingency management approaches to modify behavior in organizations. The planning and administration of those persons and resources to attain that aim is referred to as organizational management. Organizational management include developing a strategy, tracking its progress, and making adjustments based on results and feedback in order to improve the company's success.

Management, at its most basic level, is a discipline comprised of five general functions: planning, organizing, staffing, leading, and controlling. These five roles are part of a larger body of knowledge and theories on how to manage well.

Organization aids in the most efficient use of both financial and human resources. It not only assists in the right assignment of jobs to appropriate staff, but it also ensures that no resources or efforts are wasted owing to duplication of work.

Organizational management is a broad term that refers to all aspects of a company. It's a method of getting workers from different departments in a company to collaborate on a shared goal. Effective organizational management necessitates the most efficient use of particular resources.

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