

Knowledge Sprint

## Management Process

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This article is on Management Process

It contains concepts like -

- Introduction to Management Process
- Definition of Management Process
- Basic Elements of Management Process
- Luther Gulick's contribution to Management Process
- Expansion of Management Process elements



## Introduction to Management Process -

- Management Process is a widely well known concept of management that is used in Organizations to achieve goals.
- Management Process is a dynamic in nature and recent in origin in study of Management Science.
- To a layman, management process may be simply doing business and getting things done.
- However, the subjective matter of Management Process is a process of setting goals, Planning, Controlling the organizational business
- In general, we can say that, Management Process is a system of getting things done by human resources to attain organizational goals

## Definition of Management Process -

- Different experts in this field of science, have varied options on definitions.
- According to R.Terry,

" Management process is a distinct Process consisting of planning, organizing, actuating and controlling. Performed to determine and accomplish objectives by use of people and other resources"

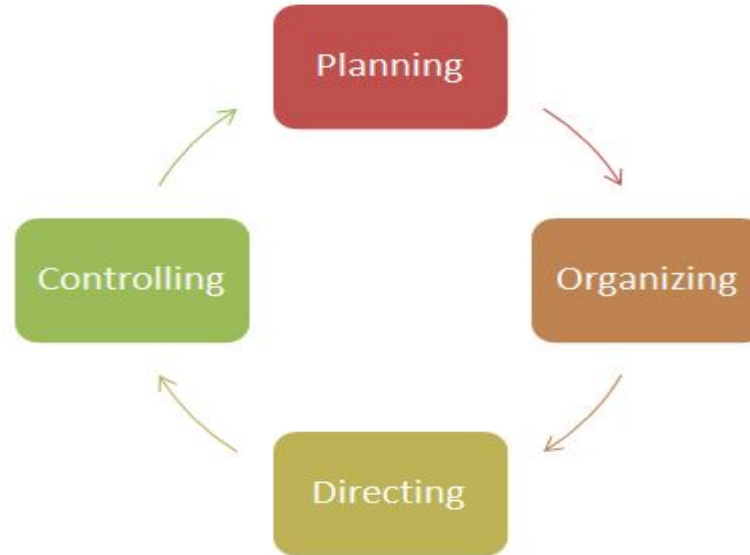
- A widely known definition is -

" It is an social and technical process where it utilizes resources and determines human actions and incorporates changes required in order to achieve organizational goals"

## Basic Elements of Management Process-

- Management Process contains four basic elements that are considered as fundamental in its operation. They are -

1. Planning
2. Organising
3. Directing
4. Controlling



- These Four elements are considered as basic for management process

## Luther Gulick's contribution to Management Process -

- Later, as the subject of management science got prominence and growth of subject many experts came up with new elements that are applicable to changing context of business
- First being, from Luther Gulick who expressed management process as “POSDCORB” , each with acronym listed as -

P - Planning

O- Organising

S-Staffing

D-Directing

CO- Coordinating

R-Reporting

B-Budgeting

- He gave contribution to Management process, by adding role of 'Staffing' and Coordinating, Reporting, Budgeting etc
- Gulick's Coordinating, Reporting, Budgeting elements are seen as sub parts of Controlling element.
- Therefore, today Management Process being seen as function of Seven basic elements rather than four basic elements.
- These seven basic elements for acceptance as these are true in nature to meet dynamic changes of business entities



## Expansion of Management Process elements -

- The subjective matter got further expanded with help of Management Behavioural experts.
- According to their view, human elements were not given due representation in management process. Therefore, they recommended to include below elements in operation of Management process to any organization, because it would create a multiplier effect for growth and creates closely association of employees with organisation to meet goals





- They are -

#### Motivation -

- it is an psychological process where manager motivates his subordinates to meet the organization goals
- It creates inspiration, and encouragement to people to work more for organization

#### Communication -

- A proper Communication channel and flow will create a great impact on working style of organisation
- It acts as a guidance for everybody in organization
- Generally, a manager will be successful if have good communication skills.
- Communication helps in collective thinking among organizational members

- We can conclude that Management process today is not limited to basic elements but also includes Staffing, Coordinating, Reporting, Budgeting motivating, communication etc, that makes it a complete management process for today's dynamic organizational needs.



# Thank you

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