



SNS COLLEGE OF ENGINEERING

Kurumbapalayam (Po), Coimbatore - 641 107

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DEPARTMENT OF MANAGEMENT STUDIES

COURSE NAME : 19BA101- MANAGEMENT AND ORGANISATIONAL BEHAVIOUR

I YEAR /I SEMESTER

Unit 2- Functions of Management

Topic 2.4-: Line /staff authority and decentralization



LINE / STAFF AUTHORITY



LINE AUTHORITY.

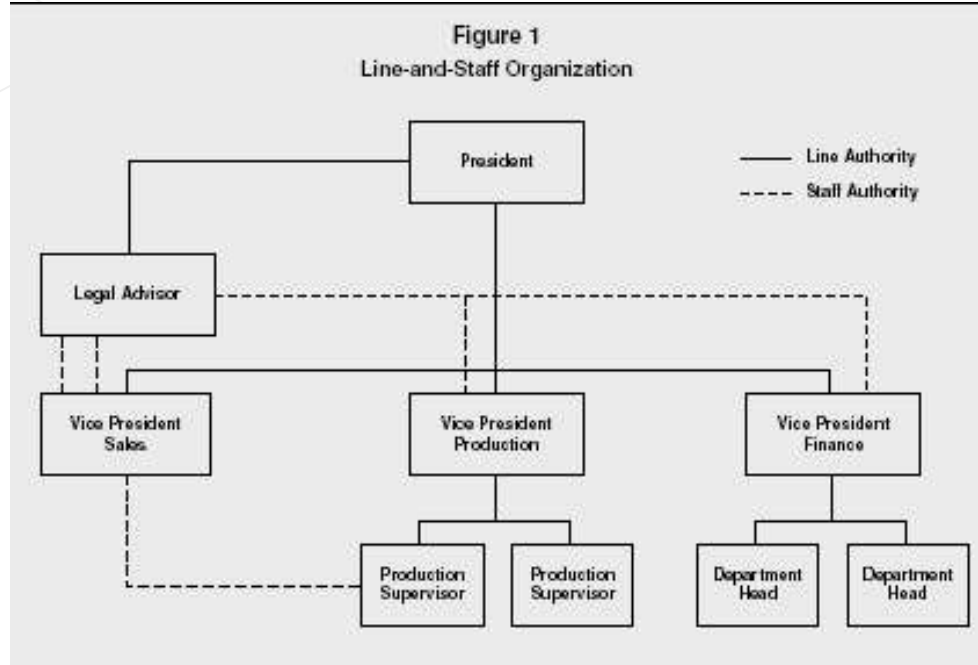
- ▶ The chain of command within an organization that confers the power to order subordinates to perform a task within their job description.
- ▶ Line authority flows down the chain of command.

Example:

- ▶ Line authority gives a production supervisor the right to direct an employee to operate a particular machine, and it gives the vice president of finance the right to request a certain report from a department head.
- ▶ Therefore, line authority gives an individual a certain degree of power relating to the performance of an organizational task



Line / staff authority





STAFF AUTHORITY.

- ◀ Staff authority is the right to advise or counsel those with line authority.

Example: For example, human resource department employees help other departments by selecting and developing a qualified workforce.

- ◀ A quality control manager aids a production manager by determining the acceptable quality level of products or services at a manufacturing company, initiating quality programs, and carrying out statistical analysis to ensure compliance with quality standards.
- ◀ Therefore, staff authority gives staff personnel the right to offer advice in an effort to improve line operations.



LINE / STAFF AUTHORITY



- ◀ **Features of line and staff organization**
- ◀ **Line officers** who have authority and command over the subordinates and are accountable for the tasks entrusted to them.
- ◀ The staff officers are specialists who offer expert advice to the line officers to perform their tasks efficiently.
- ◀ Under the staff authority system, the staff officers prepare the plans and give advice to the line officers and the line officers execute the plan with the help of workers.
- ◀ The line and staff organization is based on the principle of specialization.



◀ Advantages

- ◀ It brings expert knowledge to bear upon management and operating problems. Thus, the line managers get the benefit of specialized knowledge of staff specialists at various levels.
- ◀ The expert advice and guidance given by the staff officers to the line officers benefit the entire organization.
- ◀ As the staff officers look after the detailed analysis of each important managerial activity, it relieves the line managers of the botheration of concentrating on specialized functions.



Advantages

- ◀ Staff specialists help the line managers in taking better decisions by providing expert advice. Therefore, there will be sound managerial decisions under this system.
- ◀ It makes possible the principle of undivided responsibility and authority, and at the same time permits staff specialization. Thus, the organization takes advantage of functional organization while maintaining the unity of command.
- ◀ It is based upon planned specialization.
- ◀ Line and staff organization has greater flexibility, in the sense that new specialized activities can be added to the line activities without disturbing the line procedure.



DIFFERENCE



Line Authority vs Staff Authority

Line authority is the type of authority that reflects superior-subordinate relationships characterized by the power of decision making.

Staff authority refers to the right to advice on improving the effectiveness for line employees in performing their duties.

Main Responsibility

Line managers are responsible for directing, motivating and supervising employees towards achieving organizational goals.

Main responsibility of line staff is to provide expert advice and support to line staff to allow smooth flow of operations.

Specialization

Level of specialization is low in line authority.

High specialization is seen in staff authority.

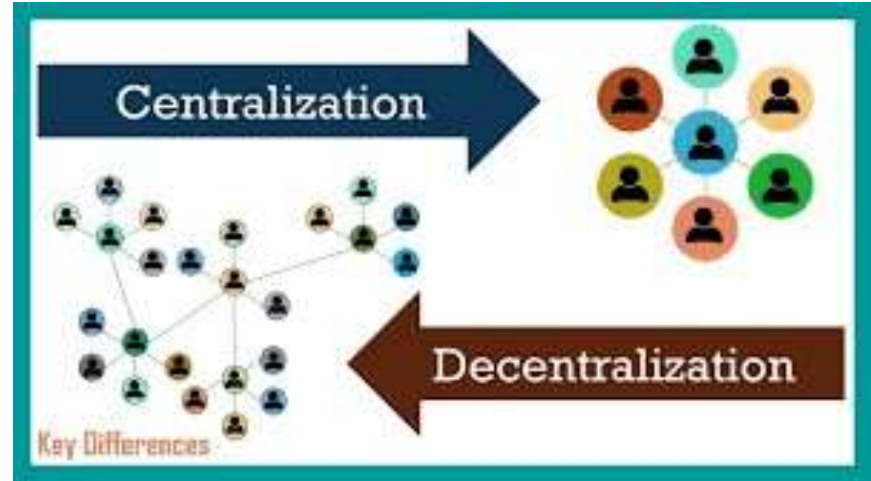
Adaptation to Environment

Line authority is mostly suitable for small and medium scale organizations.

Staff authority can bring wider benefits for large-scale organizations.

DECENTRALISATION

Decentralization refers to a specific form of organizational structure where the top management delegates decision-making responsibilities and daily operations to middle and lower subordinates.

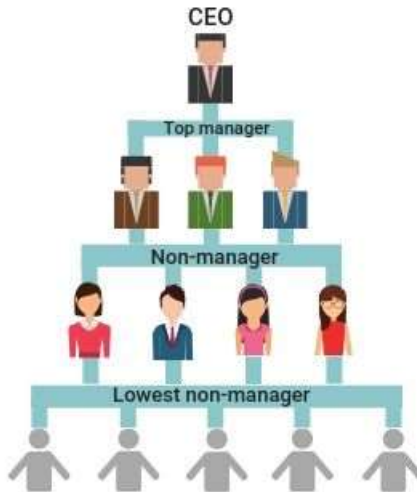




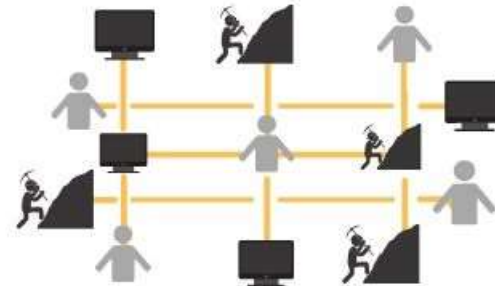
DECENTRALISATION



Traditional centralized system



Decentralized Autonomous Organization





BENEFITS OF DECENTRALISATION

- Creates Initiative among Subordinates
- Creates Managerial Talent for the Future
- Fast Decision Making
- Help for Top Management
- Works with Growth



THANK YOU