



SNS COLLEGE OF ENGINEERING

Kurumbapalayam (Po), Coimbatore – 641 107

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Accredited by NBA – AICTE and Accredited by NAAC – UGC with 'A' Grade

Approved by AICTE, New Delhi & Affiliated to Anna University, Chennai



DEPARTMENT OF MANAGEMENT STUDIES

COURSE NAME : 19BA101- MANAGEMENT AND ORGANISATIONAL BEHAVIOUR

I YEAR /I SEMESTER

Unit 1- INTRODUCTION TO MANAGEMENT PRINCIPLES

Topic -3:Principles of Management



Principles of Management

- ▶ Henry Fayol, also known as the ‘father of modern management theory’ gave a new perception of the concept of management.
- ▶ He introduced a general theory that can be applied to all levels of management and every department.
- ▶ The Fayol theory is practised by the managers to organize and regulate the internal activities of an organization.
- ▶ He concentrated on accomplishing managerial efficiency.



Principles of Management

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Principles of Management



- ◀ D-DIVISION OF WORK
- ◀ A-AUTHORITY & RESPONSIBILITY
- ◀ D-DISCIPLINE
- ◀ U- UNITY OF COMMAND
- ◀ C-CENTRALIZATION & DE-CENTRALIZATION
- ◀ U-UNITY OF DIRECTION
- ◀ S-SCALAR CHAIN
- ◀ S-STABILITY OF EMPLOYEES
- ◀ R-REMUNIRATION OF EMPLOYEES
- ◀ O-ORDER
- ◀ I-INITIATIVE
- ◀ S-SUB-ORDINATION OF INDIVIDUAL INTEREST TO GENERAL INTEREST
- ◀ E-EQUIT
- ◀ E-ESPRIT DE CORPS



Principles of Management

- ◀ Division of work
 - ◀ Total work should be divided into parts
 - ◀ Eg: A manager allocates or divides the work to different persons based on their expertise
 - ◀ Each work will be given to an expert in that work and it will lead to specialization
 - ◀ Helps in less wastage
 - ◀ Reduce the risk of work not done



Principles of Management

- ◀ Authority and Responsibility
 - ◀ Authority-Power to take decision
 - ◀ Responsibility-Oligiation to complete
 - ◀ Authority comes from
 - ◀ Official
 - ◀ Personal

Now Authority with out responsibility results in irresponsible behavior
Responsibility without authority makes people in efficient
Both must go hand in hand





Principles of Management

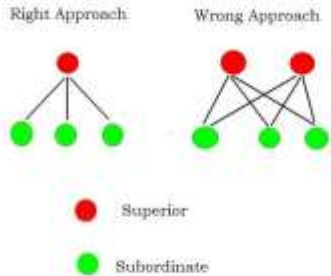
◀ Discipline

- ◀ Means Obedience, Respect, Behaviour shown by the employee
- ◀ It has 2 types
 - ◀ Self Improved- Comes from within Individual
 - ◀ Command- Comes from some authority expressed by rules and regulations
 - ◀ All the people in an org should be discipline



Principles of Management

- ◀ Unity of Command
 - ◀ Means That a person should get orders/ command/Instruction from only one person or superior
 - ◀ An individual cannot serve 2 bosses at a same time





Principles of Management

◀ Unity of direction





Principles of Management

- ◀ Sub ordination of individual interest to general interest





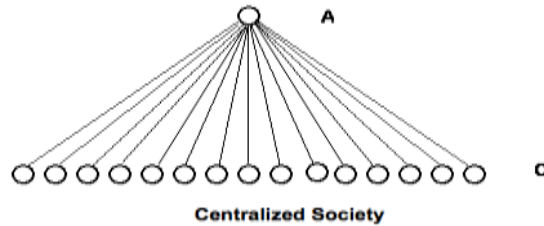
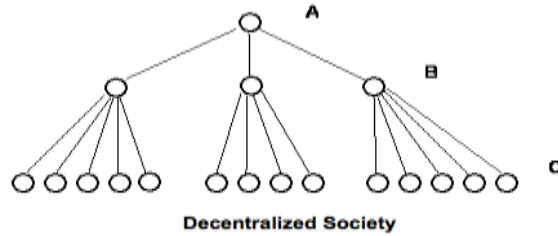
Principles of Management

- ◀ Remuneration
 - ◀ Very important
 - ◀ Should be fair, reasonable and satisfactory
 - ◀ Dissatisfaction will lead to employee turnover



Principles of Management

Centralization and De-centralization





Principles of Management

- ◀ Scalar chain

- ◀ <https://www.youtube.com/watch?v=JGMbIf09G54>



Principles of Management

◀ Order

- ◀ Relates to arrange of things and people
- ◀ Right place for everything
- ◀ Everything in right place

Equity

It is a combination of justice and kindness

Behaviour liked by all

Brings loyalty to everyone



Principles of Management

- ◀ Stability of tenure
- ◀ Initiative
- ◀ Esprit de corps-Means Union, team Spirit



Discussions & Questions

THANK YOU