

## a. Management Principles (BONUS) \*

### Topics (Study Guide)

#### a. Management Principles (BONUS)

1. **Functions of Management**: planning, organizing, staffing, directing, controlling and evaluating
2. **Management Strategies & Organization**: structural organization, communication
3. **Motivation**: dysfunctional behaviour, theories of motivation
4. **Leadership**: leadership styles, leadership theories
5. **Concepts of Management**: management theories, management characteristics

#### 1. Functions of Management

1. Planning
2. Organizing
3. Staffing
4. Directing
5. Controlling / evaluating

**Planning**: determining in advance what should happen → essential for organizing, staffing, directing, and controlling

- Involves setting goals and objectives, policies, procedures and methods
- **Characteristics of planning**
  - **Repetitiveness**
    - Standing plans → used repeatedly, provide consistency/predictability
    - Single-use plans → not to be repeated, kept for records
      - To attain specific objectives within short period of time
  - **Time span**
    - Short range/operational → less than a year (e.g. yearly operating budget)
    - Long-range → greater than 5 years (e.g. building plan)
  - **Level of management**
    - Top managers → broad comprehensive planning of goals/objectives
    - Middle managers → develop policies
    - First-line → develop methods and procedures
  - **Flexibility**
    - Longer range planning must be more flexible, rigid planning increases risk of inability to cope with changes

#### Enablers

1. **Objectives** → predetermined, toward which effort directs its efforts
  - Provide direction and serve as motivators
2. **Policies** → general guides for decision-making, boundaries to operate within
  - i.e. "all customer complaints must be addressed within one day"
3. **Procedures** → specific guide for daily operations, chronological sequence of activities (i.e. "how to run the dishwasher")
4. **Time span**
  - **Short-range / operational planning** → covers period up to a year
    - e.g. operating budget (usually projected in days, weeks, or months)

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**Xiang Xie**



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