

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: behavioral behavior, theories of motivation
- 4. Leadership: leadership styles, leadership theories
- 5. Concepts of Management: management theories, management of organizations

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

- Mission: setting goals and objectives, policies, procedures and methods
- **Elements 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 -- developing policies
 - First-line -- developing methods and procedures
 - **Flexibility**
 - Longer range planning must be more flexible, rigid planning increases risk of inability to cope with changes

Objectives

1. **Objectives** -- predetermined, toward which effort directs its efforts
 - Provide direction and serve as motivators
2. **Policies** -- general guides for decisionmaking, 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 spans**
 - **Short-range/operational plan** -- covers period up to a year
 - e.g. operating budget usually projected in days, weeks, or months

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