

ESSENTIALS OF MANAGEMENT IN ORGANIZATIONS

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ABSTRACT

The importance of management in any organization cannot be overemphasized. There is no organization that can function effectively without the active participation of the management team. If all the factors of production are complete without the entrepreneur acting as the management, production will not take place. It is the management team in any organization that motivates the subordinates for higher efficiency in productivity and also creates room for conducive environment for the work force to perform effectively. Despite the fact that management is important in any organization, in some cases the management fails in performing their function as a result of the following points; (1) Ineffective communication skills (2) Poor working relationship / Interpersonal skills (3) Failing to set clear direction / Clarify performance expectations (4) Lack of delegation of duties (5) Lack of personal integrity and trustworthiness and finally (6) Unable to lead and motivate others.

Keywords: Essentials of Management, Organizations.

Introduction

Management simply means the organization and condition of the activities of a business or production of goods and services in order to achieve defined objectives. Management comprises also the process of planning, organizing, staffing, leading/directing and controlling an organization (a group of one or more people or entities) for the intention of accomplishing a defined goal. Management can function basically in three diverse categories of organizations namely:

- (1). Profit oriented organization in public and private such as companies, manufacturing industries, trading organizations.
- (2). Non-profit making organization such as charitable organization like motherless baby homes and also churches.
- (3). The public/government oriented organizations.

In profit oriented organization, the primary role of the government is meeting the needs of diverse stakeholders of the organization, such as customers, debtors, and the attention of the owners, that is, shareholders, whereas in the non-profit making organization, the main duty of the management is to make sure that there is permanence in the functioning of the organization. In the public sector/government, the voters elect politicians to public office, who then give managers and administrators to supervise the everyday activities and responsibilities of the organization that sustain those elected into the office. Since an organization can be viewed as a type of system, management affords the required human action, so the organizational system provides planned outcomes or goal preferred by the diverse stakeholders.

Stakeholders:

These are persons in an organization with a rightful concern in a given situation, action or enterprise which are unswervingly affected by the organization's actions.

Shareholders:

These are people that are owing stock, the real owner of a publicly traded business that is run by an appropriate group of management in an organization.

Finally, in any organization or business where there is no good management set up, there will be no profit making, or proper accountability and the organization is bound to collapse within the shortest probable time.

THE FUNCTIONS OF MANAGEMENT IN AN ORGANIZATION /BUSINESS

The input of the labour, capital and raw materials can never become productive or profitable without the input of management. A business cannot thrive without management because management is its means of support. Management is concerned with acquiring utmost affluence with least efforts. Management is vital wherever group efforts are needed to be directed towards achievement of common goals.

The importance of management can hardly be overemphasized. It is said that anything minus management amounts to nothing. There is no imperative area of human activity than management since its task is that of getting things done through others. Business is basically a group of activities, and management plays an imperative role in making it more effectual. The group as a whole cannot grasp its objectives unless and until there is shared cooperation and coordination among the members of the group. Management creates team work and team spirit in an organization by increasing a sound organizational structure. It brings the human and material possessions together and motivates the people for the attainment of goals.

If the managements in any business are not considerate and good at their job, nothing worthwhile can be anticipated from the subordinates. The motivation stage of the employees is unswervingly related to good management. Management creates and sustains an environment conducive for higher competence and performance.

CAUSES AND CONSEQUENCES OF MANAGEMENT FAILURES IN ORGANIZATION/BUSINESS

In today's modern business, most organizations find it very complex to survive, mostly those that are owned and managed or controlled by the government or the public, but the private sector organizations are mostly profit oriented and are more properly managed than the public organizations. The main causes of managerial letdown in most organizations, both the private and the public sector are as follows:

- (1). **Lack of proper planning by the Management:** When the management of any organization fails to plan and coordinate the production / work activities well, the normal adage which says that, if you fail to plan, you plan to fail, will come out to effect in such organization. When the management fails to plan, they find themselves and the organization which they represent in emergency-driven mode which can lead to low productivity and lack of confidence on both the shareholders and the employees. The profit margin of the organization will also be affected which is the primary motive for establishing any profit oriented organization or business.
- (2). **Ineffective Communication Skills:** Poor communication by managers places employees under a cloud of indecision and pressure, which leads to decreased performance and an augment in gossip, rumors. It makes it hard for employees to make enquiries and comprehend new job responsibilities. Lastly, meager communication can lead to low productivity if workers become unfocused by dysfunctional rumors or chitchat.
- (3). **Poor working Relationship/Interpersonal Skills:** The incapability to foster effectual working relationships isolates managers from the informal network of knowledge and assets they so urgently require in order to lead successful change efforts, leading to failure to create and nurture barriers and impediments to making things well done in any organization or business.

- (4). **Failure to Set Clear Direction/Clarity Performance Expectations:** The failure by managers to afford employees with a clear sense of direction and performance expectations negative impacts planning, decreases employee enthusiasm and it will result in ineffective resources allocation. A manager will fail to get their staff when they ignore to elucidate goals, specify which activity to focus on, and cohere what results are expected from individual contributors and groups that they supervise.
- (5). **Lack of Delegation of Duties:** When managers are poor at delegating authorities, they damage their abilities to get things done through people. The effectual delegation and empowerment practices add to confusion and halt staff resources, leading to weak performance.
- (6). **Lack of personal Integrity and Trustworthiness:** Lack of integrity and trustworthiness ruins a manager's ability to carry out and lead change. An unconstructive view of a manager's trustworthiness can become a self-fulfilling prophecy as employee's unwillingness to embrace change efforts which leads to the manager's failure to attain promised results.
- (7). **Unable to Lead and Motivate Others:** When the management of the organization fails to display effective leadership behaviors and the ability to stimulate their workers, the production in that organization will be in jeopardy. In a dynamic environment, employees seek someone to follow who can aid them decide the proper course, stay on track, and successfully navigate through tough times or the difficult traits associated with rapid change in the present day organization.

SUMMARY AND CONCLUSION:

In the recent past and also in this present day economy of nations, many organizations both public and private, as well as the government establishments are having this problem of management either in the area of production, finance or employment. In some cases, the affected organization may have what one can see as qualified personnel in their management team but still the problem of poor performances in production and mismanagement of fund which also affect the continuity of the organization. Any organization that is having the question of poor management in any area such as production or finance, cannot survive after one or two years of operation. When this organization close down, it leads to massive unemployment, and crime rate in the society will be on the high side, this will make the government to start calling on the religious bodies and the law enforcement agencies to handle the situation, either by praying or by trying to use the law enforcement agents to maintain peace in the affected area.

In this situation, the top management team will have to add their own quota by finding out ways of improving the rate of production in the existing organizations and also try to attract more foreign investors in different manufacturing and production companies. Without increase in production and establishment of more industries that will employ more people that are jobless, the crime rate will still be on the high side in any country or society. For any

organization to be able to compete favorably with its counterparts in the industry, the management of the organization has to take extra mile both in planning and in production process, the management of any organization is the backbone of the organization which the stakeholders and the shareholders and also the entire work force are depending upon for survival. If the management of any organization fails to plan well, the productivity and the profit margin will be low and the organization will start to lay off their work force and this will in turn create more hardship in the lives of the citizens.

Based on this fact, the role of the management cannot be overemphasized any time anywhere in the society.

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