

SNS COLLEGE OF ENGINEERING

Kurumbapalayam (Po), Coimbatore – 641 107 An Autonomous Institution 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 :Managerial roles and styles, Characteristics of Manager, Evolution



MANAGERIAL ROLES



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DEFINITION:

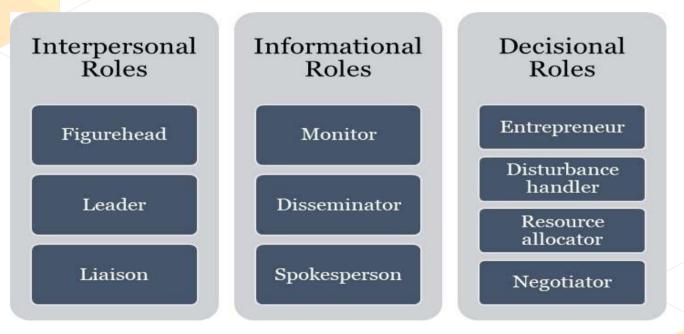
- Managerial Roles means employment roles that involve supervision of other employees or regular exercise of business judgment.
- The Managers
 - Fulfil many different roles every day.
 - Carry out the responsibilities of planning, organizing, leading, and controlling, managers take on many different roles.

Categorized roles



Mintzberg categorized all activities into ten managerial roles performed over the course of a day.

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Categorized roles



- Information role
 - the manager may act as an information gatherer, an information distributor, or a spokesperson for the company.
 - interpersonal roles
 - based on various interactions with other people. depending on the situation
- Decisional role
 - a manager may have to think like an entrepreneur, make decisions about resource allocation, help resolve conflicts, or negotiate compromises

Information Roles



- Monitor
 - Seeks out and gathers information relevant to the organization
 - Finding out about legal restrictions on new product technology
- Disseminator
 - Provides information where it is needed in the organization
 - Providing current production figures to workers on the assembly line
- Spokesperson
 - Transmits information to people outside the organization
 - Representing the company at a shareholders' meeting

Interpersonal Roles



- **Figurehead**
 - Represents the company in a symbolic way
 - Cutting the ribbon at ceremony for the opening of a new building
- - Guides and motivates employees to achieve organizational goals
 - Helping subordinates to set monthly performance goals
- Liaison
 - Acts as a go-between among individuals inside and outside the organization
 - Representing the retail sales division of the company at a regional sales meeting

Decisional Roles

Entrepreneur

- Searches out new opportunities and initiates change
- Implementing a new production process using new technology
- Disturbance handler
 - Handles unexpected events and crises
 - Handling a crisis situation such as a fire
- Resource allocator
 - Designates the use of financial, human, and other organizational resources
 - Approving the funds necessary to purchase computer equipment and hire personnel
- Negotiator
 - Represents the company at negotiating processes
 - Participating in salary negotiations with union representatives





Characteristics of Manager

- Experience-
- Communication
- Knowledge
- Organization
- Time Management
- Reliability
- Delegation
- Confidence
- Respect for Employees

MANAGERIAL ROLES



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• **DEFINITION:**

- Management styles are the characteristic ways, of making decisions relating to subordinates.
- These are the strategies, efforts, or direction used by the manager, to create an efficient workplace, to achieve organizational goals.
- A management style is the method of leadership used by a manager.







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