



# **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 -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

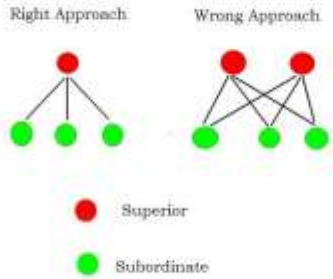
## ◀ Discipline

- ◀ 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





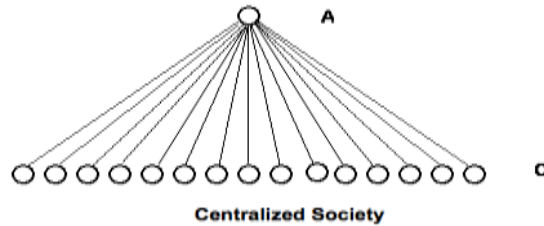
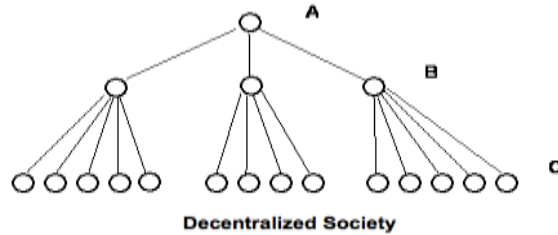
# Principles of Management

- ◀ 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 ppl
  - ◀ 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



# THANK YOU