**What is people management Principles?**

It creates a link between two or more variables in a specific situation. They serve as a guide for thinking and action. Management principles are essentially statements of fundamental truth based on logic that serve as a guide for managerial decision-making and action. Principles are a fundamental framework that managers may use to engage their teams in a discussion about how they will function now and in the future.

Principles are decided on:

a. on observation and analysis by managers.

b. Experimenting by applying new rules.

**Importance of people management principles:**

* Aid in making the process of in an organization very systematic.
* People management principle leads to developing great people management skill in leader that leads to improvement in performance of team.
* Principles will help the leader in understanding how one should manage the team or organization. The principles enable managers to accomplish a particular task or situation. Which leads to improve the understanding.
* Principles helps in evaluating decisions made by manager, they also set guidelines that managers should follow while making a decision.
* Focus on individuals and the improvement needed to increase productivity.

**Some of the basic principles are:**

* Clarity:

The finest basis for effective delivery to their personnel is created by managers who can clearly communicate briefing and expectations, as well as offer them autonomy and limitations.

* Personal Participation:

A leader should not constantly order his or her team and expect it to provide the required outcomes. A leader should be involved in team activities and ensure that problems are resolved as they arise. An uninformed leader will always be unappreciative of their team.

* Guidance:

Since they can guide their employees to excellence through official or informal coaching, mentoring, advice, and leadership, managers command a high level of loyalty from the teams they lead.

* Accountable:

People who work with managers who are steadfastly fair yet meticulous in holding people and teams accountable for triumphs and failures respect them.

* Recognition:  
  The best managers are those who publicly and privately acknowledge the work, accomplishments, and contributions of their teams.
* Opportunity:  
  Managers that actively support the professional aspirations and career aims of their teams and help them achieve their own goals are highly regarded long after the first opportunity has passed.