



Authority

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AUTHORITY

“Authority is the right to order or command and is delegated from the superior to the subordinate his responsibilities.”

- † Right or power to command and control.
- † Granted to a position for achieving objectives.
- † Exercised through persuasion or sanctions.

SOURCES OF AUTHORITY

The Formal
Authority Theory

The Acceptance
Theory

The Competency
Theory

- ***The Formal Authority Theory*** :- Authority is viewed as originating at the top of an organization and flows downward by the process of delegation.
- ***The Acceptance Theory*** :- The authority is the power which is accepted by others.
- ***The Competence Theory*** :- An individual derives authority because of his personal competence.

DELEGATION OF AUTHORITY

Delegation means devolution of authority on subordinates to make them perform the assigned duties or tasks.

COMPONENTS OF DELEGATION

i. Entrustment of Responsibility or Duty :-

Responsibility means the work or duties assigned to a person by virtue of his position in the organization.

ii. Granting of Authority :- Authority is the right or power granted to an individual to make possible the performance of work assigned.

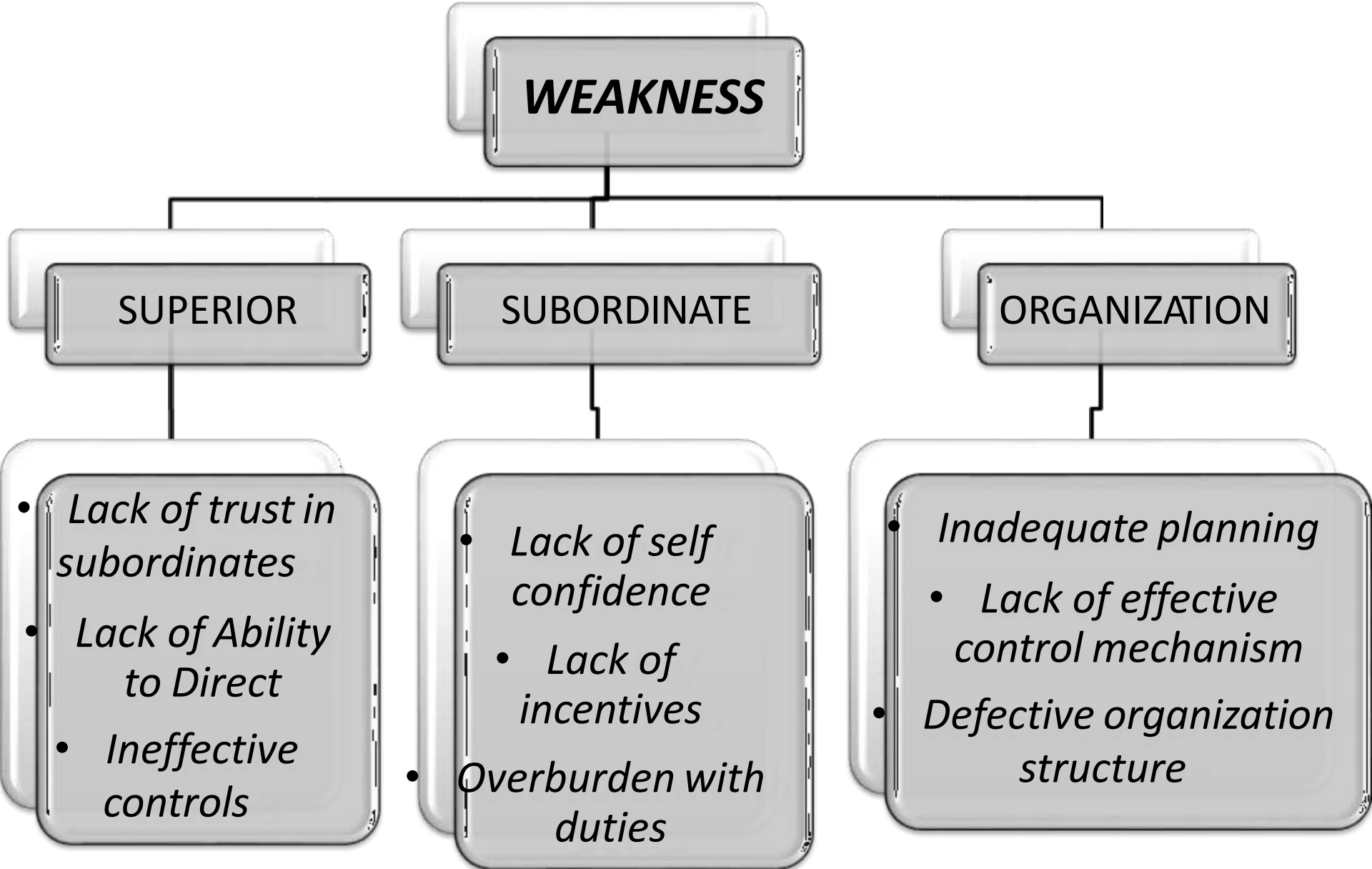
iii. Creation of Obligation or Accountability :-

Accountability is the obligation to carry out responsibility and exercise authority in terms of performance standards established.

ADVANTAGES OF DELEGATION

- Sharing of work-load
- Quick decision-making
- Motivation
- Training
- Better performance
- Better relations

WEAKNESS OF DELEGATION



PRINCIPLES OF DELEGATION

- Assignment of Duties in terms of result Expected
- Clarification of Limits of Authority
- Parity of Authority and Responsibility
- Absoluteness of Accountability
- Unity of Command
- Scalar Chain
- Effective Communication

References

- **L. M. Prasad-Principles of Management**
- **Drucker, F. Peter - The Practice of Management**

Thank You