



**Mohammad Ali Jinnah University**  
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***Assignment 3***

**Subject:** Principle of Management (PoM)

**Section:** EM

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## The Role of Managers in Organizations

### Introduction:

Management of an organization is a single force or man task, when group of people work together to achieve a goal. Manager is the one who define the goals, plans and organizes the task, human resources and controls the overall procedures to deliver product. In process managers have several roles. The Mintzberg is discussed many role in this article. Besides, the main skills and psychological traits of managers impact the quality and efficiency of management. That is why it is of high importance to analyze the psychological aspects of management process, which is carried out in the article.

### 1. The Role of Managers:

The following are examples of interpersonal roles:

- **Figurehead:** Managers who serve as figureheads have social, ceremonial, and legal obligations. They serve as a source of motivation. People look up to them because they are a leader and a figurehead.
- **Leader:** Manager leads the team, organizes the organization, and oversees everyone in the group's performance and duties.
- **Liaison:** managers are in charge of communicating with both internal and external contacts.
- **Monitor:** Managers search for information relating to the company and industry on a regular basis, looking for important changes in the environment. They also keep an eye on the team's production as well as their well-being.
- **Disseminator:** Managers that are disseminators share potentially helpful knowledge with their colleagues and team.
- **Spokespersons:** Managers who serve as spokespersons represent and speak for their organizations. They are in charge of disseminating information about their organizations and its objectives to those outside of it.
- **Entrepreneurs:** create and control change inside the organizations, whereas managers create and control change within the organizations. This entails addressing problems, coming up with new ideas, and putting them into action.
- **Disturbance Handler:** When an organizations or team encounters a stumbling block, it is up to the manager to take command.
- **Resource Allocator:** Managers must identify where organizational resources are best deployed using a resource allocator. This entails allocating funds, as well as assigning personnel and other organizational resources, are all part of this process.
- **Negotiator:** Managers who participate in and direct significant discussions inside the team, department, or organizations are known as negotiators (Mintzberg's Management Roles). A manager's job entails fulfilling these responsibilities. Managerial efficiency is determined by their abilities.

### 2. Skills

Technical skills, human skills, and conceptual skills are three important skill sets for effective management professionals, according to Robert Katz (Managerial skills). We've compiled a list of the most crucial management

- **Leadership skills:** Leadership qualities; ability to influence and delegate;
- **Communication skills:** abilities critical thinking abilities;
- **Project management skills;**
- **Human resources management skills.**
- **Time management skills.**
- **Forecasting abilities.**
- **Collaboration and negotiating skills:**

Managers must be able to plan quickly, manage and assign work, encourage employees, monitor performance, and communicate with others. They should be active and goal-oriented, creative and initiative, adaptable in new conditions, and responsible, among other qualities. Critical thinking, communication skills, decision-making methods and approaches, teamwork skills, wide and non-standard thinking, self-development and personal growth requirements, psychological capacity to influence people, and so on should all be present. Because traditional management methods have evolved, today's managers should focus on creating value rather than traditional planning, organizing, measuring, and controlling. They should also create vision and empower, align the web of relationships, inspire and coach, and be focused on creating value. We will examine the temperament and psychological elements of managers since psychological variables have a significant influence on management.