



Contents

- *INTRODUCTION TO MANAGEMENT.*
- *MANAGEMENT AS AN ART.*
- *MANAGEMENT AS A SCIENCE.*
- *COMPARISON.*
- *CONCLUSION.*
- *BIBLIOGRAPHY.*



What is management..?

THE WORD “MANAGE” COMES FROM THE ITALIAN WORD ‘MANEGGIARE’ (TO HANDLE ESPECIALLY TOOLS), WHICH IN TURN DERIVES FROM IN THE LATIN WORD ‘MANUS’ (HAND).

THE FRENCH WORD ‘MESNAGEMENT’ (LATER MENAGEMENT) ALSO INFLUENCED IN THE DEVELOPMENT OF ENGLISH WORD ‘MANAGEMENT’ IN THE 17TH & 18TH CENTURIES.



Management in all business areas & organizational activities are the acts of the getting people together to achieve desired goals and objectives.

MANAGEMENT IS OFTEN INCLUDED AS FACTOR OF PRODUCTION
ALONG WITH

5M'S:

1.MAN POWER.

2.MACHINES.

3.MATERIALS.

4.MONEY.

5.MANAGEMENT.



*MANAGEMENT IS AN ART OF GETTING THINGS DONE BY
OTHERS*

- MARY PARKER FOLLET
(1868-1933)



According to management Guru

-Peter Drucker(1909-2005)

*MANAGEMENT IS MULTI PURPOSE ORGAN THAT
MANAGES MANAGERS, WORKERS AND MANAGES
WORK.*



Management as an art

MARY PARKER, KOONTZ & SEVERAL OTHERS MANAGEMENT AUTHORS CALLED MANAGEMENT 'AS AN ART OF GETTING THINGS DONE THROUGH PEOPLE'

ART REFERS TO CREATIVE SKILLS AND TALENT WHICH PEOPLE REQUIRED TO CONDUCT CERTAIN ACTIVITIES EFFECTIVELY.

ART IS AN INBOUND TALENT HOWEVER IT CAN BE REFINED THROUGH LEARNING AND PRACTICE.



Management is an art due to the following reasons:

- I. INTELLIGENCE.*
- II. INITIATIVE.*
- III. INNOVATION.*
- IV. INDIVIDUAL APPROACH.*
- V. APPLICATION AND DEDICATION.*
- VI. RESULT ORIENTED.*



Management as a science

SCIENCE IS A SYSTEMATIC BODY OF KNOWLEDGE WHICH IS UNIVERSALLY ACCEPTED.

FREDRICK TAYLOR- THE FIRST PERSON TO CONSIDER MANAGEMENT AS A SCIENCE, HE WAS OF THE OPINION THAT MANAGEMENT SHOULD CONDUCT THEIR BUSINESS AFFAIRS BY FOLLOWING CERTAIN WELL ESTABLISHED STANDARDS.

SCIENCE CAN BE BROADLY DIVIDED INTO TWO GROUPS:

A. PHYSICAL SCIENCE.

B. SOCIAL SCIENCE.



- *PHYSICAL SCIENCES LIKE PHYSICS, CHEMISTRY & MATHEMATICS ARE EXACT AND ACCURATE AS THEY DEAL WITH HUMAN BEINGS, WHERE AS SOCIAL SCIENCE ARE NOT EXACT AND ACCURATE AS THEY DEAL WITH HUMAN BEINGS.*
- *MANAGEMENT IS AN SOCIAL SCIENCE BECAUSE IT DEALS WITH HUMAN BEINGS, SINCE HUMAN NATURE CANNOT BE PREDICTED WITH ACCURACY, THE DECISION TAKEN IN MANAGEMENT MAY JUST BE ONE WAY OF DOING THINGS IN A GIVEN SITUATION & NOT THE ONLY WAY OF DOING THINGS.*



F.W.Taylor Principles of scientific Management

- *MANAGERS MUST STUDY THE WAY THAT WORKERS PERFORM THEIR TASKS & UNDERSTAND THE JOB KNOWLEDGE(FORMAL & INFORMAL) THAT WORKERS HAVE & THEN FIND THE WAYS HOW THE TASKS ARE PERFORMED.*
- *MANAGERS MUST CODIFY NEW METHODS OF PERFORMING TASKS INTO STANDARD OPERATING PROCEDURES.*
- *MANAGERS SHOULD HIRE THE WORKERS WHO HAS SKILLS & ABILITIES NEEDED FOR THE TASKS TO BE COMPLETED & SHOULD TRAIN THEM TO PERFORM THE TASKS ACCORDING TO THE ESTABLISHED PROCEDURES.*



- *PRACTICING MANAGERS WHO BELIEVE IN MANAGEMENT AS A SCIENCE ARE LIKELY TO BELIEVE THAT THEY ARE IDEAL MANAGERIAL SITUATIONS.*
- *FOR INSTANCE IF A MANAGER HAS A PROBLEM WITH A EMPLOYEES POOR WORK PERFORMANCE, THE MANAGERS LOOK INTO SPECIFIC MEANS OF PERFORMANCE IMPROVEMENT, EXPECTING THAT CERTAIN PRINCIPLES WILL WORK IN MOST SITUATION.*



Comparison as an art Vs science

As an art

- ▶ *Based on practice and creativity*
- ▶ *It is theoretical body of knowledge*
- ▶ *Has personalized application*

As a science

- ▶ *Based on experimentation*
- ▶ *It is a systematized body of knowledge*
- ▶ *Has a universal application*



Conclusion

FROM THE ABOVE STUDY WE CONCLUDE THAT ART & SCIENCE BOTH:

ACCORDING TO 'AMERICAN SOCIETY OF MECHANICAL ENGINEERS'

"MANAGEMENT IS THE ART & SCIENCE OF PREPARING, ORGANIZING, DIRECTING HUMAN EFFORTS TO CONTROL THE FORCES & UTILIZE THE MATERIAL OF NATURE FOR THE BENEFIT OF MEN DOES IT HAS NOW BEEN ACCEPTED THAT A

"MANAGEMENT IS AN ART & SCIENCE"

SOURCE: WIKIPEDIA, ENOTES.COM