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## **Assignment**

Principles of management is quite an area put into consideration in running a business. It refers to a broad and general guideline that provides a blueprint for decision-making in an organization. It could be used to decide staffs who are to be promoted in an organization, based on the managers discretion, one manager could consider seniority, while another may for the principle of merit.

Management principles deal with human behaviour and are implemented productively based on the situation at hand. Human behaviour is ever changing and so also is technology, organizational structure, business strategies, etc. and all of which affects the operations of a business. Hence, it is eminent all the principles are kept abreast with these changes

All organizations require management to succeed. It is the judicious use of means to accomplish an end. Management is the process of achieving goals and objectives effectively and efficiently through people. It involves designing and maintaining an environment in which individuals work together in groups.

Management as the art of knowing what you want to do and seeing that they are done in the best and cheapest way. "To manage is to forecast and plan, to organize, to command, to coordinate and to control"

Principles advocate teamwork and working together for the mutual benefit of the business.

The Five Functions reveal the need for organizations to plan and be agile in the face of changing market conditions.

Fayol was one of the first people to recognize that management is a continuous process.

Before human resources management, Fayol wrote about motivating people by inspiring initiative, commanding respect through values, and ensuring that people have the time and training they need to be happy and productive at work.

The manager who is respected for their values, leads by example, makes time to get to know their employees, and gives them the training they need, sounds a lot like a modern manager.

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Job satisfaction increased as workers were given more freedom to determine the conditions of their working environment and to set their own standards of output; intensified interaction and cooperation created a high level of group cohesion; job satisfaction and output depended more on cooperation and a feeling of worth than on physical working conditions.

Having analysed the „14 principles of management“ as proposed by Henri Fayol. It can be brazenly said that they are needed in Start-up organizations as they are being applied in others. It can also be argued that due to occurrence of diverse managerial styles, some of these principles have been subject to alteration and redefining, but with the aim of making them better and more effective to organisations upon application. All organizations tend to have something similar amongst themselves in some way, which is management practice. it doesn't matter whether profit is made or not, the size of the organization or industry they belong. What makes them differ, is the approach toward managing such organization. A start-up organization is not any different from other organizations and therefore, the need for the application of the 14 principles in their managerial practice is paramount. This paper however, has presented an application of each of Fayol's 14 principles and its consequences of which certain recommendations have been further suggested in order to further improve managerial practices in start-up organizations.