MANAGEMENT STYLE

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The art of getting employees together in one workplace, achieving common goal, and extracting the best from them refers to organization management.

Management plays a vital role in strengthening the bond among the employees. It must ensure the employees satisfaction and job responsibilities that will drive to perform their best.

Management must understand its employees, and make the best to provide a stress free workplace as expected.

Every leader has a unique style of handling employees. This various ways of treatment with the subordinates in the workplace is called Management Style.

Different Management Styles:

1. Autocratic

The ideas and suggestions of the subordinates are not take into consideration by the supervisors. It is the managers’, leaders’ and superiors’ decisions have the sole responsibility. It happens without bothering much about the subordinates. Employees do not have the freedom to decide on their own because these employees are fully dependent on their supervisors. They simply adhere to the guidelines and policies formulated by their bosses. They are not allowed to say anything about management’s decisions. Lack of motivation is seen in this style of management.
2. Paternalistic

Leaders decide what is best for the employees as well as for the organization. Policies are made by taking consideration the benefit of both employees and organization. Suggestions and feedback coming from employees are considered when deciding for something. In this management style, employees feel the attachment and loyalty towards the organization. They are motivated to work rather than to treat work as a burden.

3. Democratic

Democratic style of management is somewhat similar to the paternalistic style of management where leaders welcome the feedbacks and suggestions of the employees. Leaders invite his subordinate to an open forum or discussions to talk about the pros and cons of the plans and ideas. It promotes healthy and effective communication between the management and employees because the superior listen to what the employees have to say before s/he conclude to the final decision on something.

4. Laissez-Faire

In such management style, employees are the one who take decision and manage work on their own. Managers are employed just for the sake of the position. They do not exert much contribution for the organization. Employees who have a big dream in the organization and innovative outshine others who merely attend the workplace for fun. Employees in Laissez-Faire style of management are not dependent to their managers and know the right and wrong things for them.

5. Management by Walking Around
The aforementioned management styles, managers seems to be an essential part of the organization and are efficient listeners.

In this style, a leader is more like a mentor to his subordinates and guides whenever needed. The leader or manager do not lock himself in his office; but walk around instead to find out what is happening around.

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