PRINCIPLES OF MANAGEMENT

by:

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While work conditions change over time, certain principles of management can stay and remain relevant even in current times. A basic introduction to management usually makes use of Henri Fayol’s fourteen management principles, which was first developed during the early 20th century. While some interpretation may have changed over time, the same principles are still used, these being: division of work, authority, discipline, unity of command, unity of direction, subordination of individual interests to the general interest, remuneration, centralization, scalar chain/chain of command, order, equity, stability of tenure of personnel, initiative and team spirit.

All of the above-mentioned principles all together are meant to help both employers and employees to have a healthy relationship. Division of work, authority, centralization, equity and the scalar chain are about the clear distinction of work roles, and is about the proper distribution of work and communication between the two parties. Discipline, unity of command, unity of direction, subordination of individual interests to the general interest, order, initiative and team spirit are about the attitude expected for an effective work force. Remuneration is the distribution of the reward expected for all parties. While these concepts are easy to write and talk about, it is a different matter to put them into practice. Management is all about working with people and this always brings about different difficulties in day-to-day activities. However, should these principles be successfully followed, it can lift the difficulties associated with work and boost productivity and morale.

References: