

Vol 4 Issue 5 Feb 2015

ISSN No : 2249-894X

*Monthly Multidisciplinary
Research Journal*

*Review Of
Research Journal*

Chief Editors

Ashok Yakkaldevi
A R Burla College, India

Flávio de São Pedro Filho
Federal University of Rondonia, Brazil

Ecaterina Patrascu
Spiru Haret University, Bucharest

Kamani Perera
Regional Centre For Strategic Studies,
Sri Lanka

Welcome to Review Of Research

RNI MAHMUL/2011/38595

ISSN No.2249-894X

Review Of Research Journal is a multidisciplinary research journal, published monthly in English, Hindi & Marathi Language. All research papers submitted to the journal will be double - blind peer reviewed referred by members of the editorial Board readers will include investigator in universities, research institutes government and industry with research interest in the general subjects.

Advisory Board

Flávio de São Pedro Filho Federal University of Rondonia, Brazil	Delia Serbescu Spiru Haret University, Bucharest, Romania	Mabel Miao Center for China and Globalization, China
Kamani Perera Regional Centre For Strategic Studies, Sri Lanka	Xiaohua Yang University of San Francisco, San Francisco	Ruth Wolf University Walla, Israel
Ecaterina Patrascu Spiru Haret University, Bucharest	Karina Xavier Massachusetts Institute of Technology (MIT), USA	Jie Hao University of Sydney, Australia
Fabricio Moraes de Almeida Federal University of Rondonia, Brazil	May Hongmei Gao Kennesaw State University, USA	Pei-Shan Kao Andrea University of Essex, United Kingdom
Anna Maria Constantinovici AL. I. Cuza University, Romania	Marc Fetscherin Rollins College, USA	Loredana Bosca Spiru Haret University, Romania
Romona Mihaila Spiru Haret University, Romania	Liu Chen Beijing Foreign Studies University, China	Ilie Pinte Spiru Haret University, Romania
Mahdi Moharrampour Islamic Azad University buinzahra Branch, Qazvin, Iran	Nimita Khanna Director, Isara Institute of Management, New Delhi	Govind P. Shinde Bharati Vidyapeeth School of Distance Education Center, Navi Mumbai
Titus Pop PhD, Partium Christian University, Oradea, Romania	Salve R. N. Department of Sociology, Shivaji University, Kolhapur	Sonal Singh Vikram University, Ujjain
J. K. VIJAYAKUMAR King Abdullah University of Science & Technology, Saudi Arabia.	P. Malyadri Government Degree College, Tandur, A.P.	Jayashree Patil-Dake MBA Department of Badruka College Commerce and Arts Post Graduate Centre (BCCAPGC), Kachiguda, Hyderabad
George - Calin SERITAN Postdoctoral Researcher Faculty of Philosophy and Socio-Political Sciences Al. I. Cuza University, Iasi	S. D. Sindkhedkar PSGVP Mandal's Arts, Science and Commerce College, Shahada [M.S.]	Maj. Dr. S. Bakhtiar Choudhary Director, Hyderabad AP India.
REZA KAFIPOUR Shiraz University of Medical Sciences Shiraz, Iran	Anurag Misra DBS College, Kanpur	AR. SARAVANAKUMARALAGAPPA UNIVERSITY, KARAIKUDI, TN
Rajendra Shendge Director, B.C.U.D. Solapur University, Solapur	C. D. Balaji Panimalar Engineering College, Chennai	V.MAHALAKSHMI Dean, Panimalar Engineering College
	Bhavana vivek patole PhD, Elphinstone college mumbai-32	S.KANNAN Ph.D , Annamalai University
	Awadhesh Kumar Shirotriya Secretary, Play India Play (Trust), Meerut (U.P.)	Kanwar Dinesh Singh Dept.English, Government Postgraduate College , solan

More.....

**Address:-Ashok Yakkaldevi 258/34, Raviwar Peth, Solapur - 413 005 Maharashtra, India
Cell : 9595 359 435, Ph No: 02172372010 Email: ayisrj@yahoo.in Website: www.ror.isrj.org**



MANAGEMENT IS THE DEVELOPMENT OF PEOPLE

D. D. Pujari

Associate Professor , Department of Commerce and Management Studies, Sangameshwar College, Solapur.

Abstract:-Organizations are unique living organizations whose basic components are people. So organizations are made of the people, by the people and for the people. Therefore organization effectiveness depends upon the performance and development of the organization. People are backbone of the organization and most important assets of the organization. Without this asset the other assets of the organization are worthless. Therefore human resources need to be understood in a proper perspective manner and utilize effectively to achieve goals of the organization. This requires that people management must be managed with and through other people. The management process of people consists of four steps; getting people, preparing people, activating people and retaining people. With diverse personality traits of people it is very difficult to handle them and to develop them. So it needs different approaches to manage and develop people.

Keywords:Management , Development of People , unique living organizations .

INTRODUCTION

In the present context management has become one of the most important area of human activity because of increase in role of large and complex organizations and increase in the role of organizations has attracted the attention of both practitioners and academicians to find out the answer of question, “how these organizations can be made more effective”. This has led to the development of new field of study known as management. It has grown over the period of time and in today’s context, it has emerged as one of the most important disciplines of study and research. Organizations are made by people and marred by people. Only those organizations which care for their employees sustain and grow in this competitive environment, others will remain stagnant or gradually phased out.

Organization and employee’s development are inter related and inter dependent. Well trained knowledgeable and skilful employees are asset of organization. Growth and development of organization depend upon such assets. So managing and developing people is indispensable other than mere ordering them to get work done from them.

MEANING OF TERM MANAGEMENT

It is very difficult to give a precise definition of the term ‘management’ because of its nature, scope and functions. The term management is used in different senses. In common language management is the function that deals with getting things done by others management is a act of ‘managing’ a group of people as in getting people together to accomplish the business goals and objectives. This includes planning, organizing leading and directing a team of people, resources, etc. while managing people we want to be as effective and efficient as possible in order to achieve to predetermined goals. To be efficient and effective in doing so we have to work with our team, we have to understand them and considering how they think, feel and how it affects their actions. These things are essential in order to extract what is best in them. Each individual is unique by nature. Each individual possesses unique ideas, thoughts and skills. So management has to make use of it in order to develop the organization and people.

SIGNIFICANCE OF STUDY

Organizations are unique living organizations whose basic components are people or individual. People are organizations most important asset and backbone of the organization. In every organization human resource are pivotal, variable without which inanimate assets are worthless. Therefore, human resources need to be understood in their proper prospective and utilized effectively to achieve goals of an organization. This requires that people management must be managed and management implies that work should be effectively completed with and through other people. The management process is made up of four steps embracing 'people dimensions'- getting them, preparing them, activating them and keeping them.

The organizations who have taken good care of their talented and key employees have also been very successful, prosperous and growing. Ultimately it is employees who give a good reputation to their organization. Handling people with diverse personality traits is very difficult and most crucial job. People are responsive, they think feel and act, and therefore they cannot be operated as machines. Economics, technological and social trends have created acute problems for business and industries and consequently focus attention on human resources. All have realized now the role of human resources in all round development and growth of organization.

OBJECTIVES OF THE STUDY

- i) To study concept of management
- ii) To study significance and role of employees in the organization
- iii) To study different approaches to manage employees
- iv) To suggest to manage employees

DIFFERENT APPROACHES TO MANAGE PEOPLE

Human resource is dynamic and life giving element in every organization. Without human resources the resources of production remains resources and never become production. The plan and materials resources alone, however good they may be cannot lead business. The success is impossible unless there is a hand of man to run wheels of business. The humans have joys, sorrows, feelings likes, dislikes, grouping, etc. However human resource is most important to make best use of all other resources. Therefore, the organizations need to develop various approaches to deal with it to achieve objectives.

MOULDING THE PEOPLE

The term management represents consists of three words such as man/age/ment. Here man represents human being or individual, age represents experience and meant means moulding. So the term management means person with his past experience, knowledge and skill moulds and gives shape to employees and bring discipline among employees and develop employees in order to achieve goals. Management of people studies individual behavior, team process and organizational culture which all in the end can contribute to effective management or explain why management has failed. So there is definite relationship between employees and management.

Inducement

Human resource represents a source of strength, ability, skill, competence, knowledge, aptitude, attitude, efficiency, talent, belief, potential, values, zeal, valor, enthusiasm, decision making process to be used for accomplishment of organization, individual, societal and national objectives. In the sense they are most vital and their development and management is most essential. Nothing can be achieved without their cooperation. All other resources can be brought, sold, changed and moved at will, whereas human resources is most difficult to treat the same way. Human resources require some sort of stimulation, inducement to do their work efficiently, to achieve desired results.

Faith and Trust in Employees Work

"Faith can move mountains" is an optimum slogan for acceptance any challenge or competition. This faith can be only with humans taking the challenge and not environment. Legendary personalities like Christopher Columbus, Abraham Lincoln, M K Gandhi, Nelson Mandela, Bill Gates, Jamshedji Tata have succeeded in their extraordinary achievements first due to faith and conviction in themselves followed by efforts and team work. We find potential in human resources is tremendous and it is duty of management to identify and develop talents for bigger achievement.

Work Recognition

Employees need proper recognition. Employee's moral is high and can be boosted further if his work is recognized. It gives a worker a feeling of worth and self esteemed. It is human nature, he is happy when his work is recognized and appreciated.

Opportunity for Achievements

Opportunities should be provided to employees for meaningful achievement. A goal achievement gives a greater feeling to worker. Therefore goal must be challenging. It must require initiative and creativity. So opportunities should be provided to employees.

Delegation of Authority

The Business organization must be equipped with necessary authority so that they can take certain actions and achieve their targets. Every employee should have authority to discharge his functions .Hence authority is important aspect in business organization and that should be delegated to employees.

Delegation of Responsibility

Responsibility is the obligation to carry out assigned duties in satisfactory. If a employee is entrusted with a higher level of duties he becomes more responsible. A person feels happy when he is considered a man of integrity and intelligence. Higher responsibility keeps him satisfied.

SUGGESTIONS

A big question before each organization is to how to handle people with diverse personality traits and how to develop them to maintain highly diverse talented workforce. So in this context following suggestions would like to make:

- i) Drive out the fear reporting and asking questions and expressing their ideas, thoughts and instill confidence in them
- ii) Institute modern methods of training on the job as training gives adequate sufficient knowledge to employees and develop the skill of employees for the job which employee is responsible. Training encompasses more than merely inducting the employees to use and handle tools and equipments
- iii) Enlight the employees that they have to compute with other organization and not between the departments which builds up hurdles in the process of development of team spirit with their own organization
- iv) Develop strong team spirit ,habit and practice of working together
- v) Inculcate readiness to sacrifice self interest for well being of the organization, group, society and nation
- vi) Help employees to use their full potential
- vii) Develop willingness to work hard sincerely and consistently for accomplishment of organization goals
- viii) Cultivate a strong sense of obedience, discipline and respect for each other and seniors
- ix) Provide life time employment to provide job security and to maintain stable work force and to develop loyalty among employees towards organization
- x) Provide seniority based pay scale and promotion to avoid competition among employees and jealous of one another
- xi) Provide an office and necessary administration facilities to trade unions to develop cordial relationship with union leaders
- xii) Provide up to date modern official furniture and machineries to employees to work more comfortably to complete work efficiently and effectively
- xiii) Praise and appreciate work performance and knowledge and skill of employees in the public in the order to encourage and stimulate them to work with zeal and confidence
- xiv) Recognize the employees with their first name, family name and also family members in order to create attachment with organization.
- xv) Provide convenient working hours to female employees and related infrastructure.
- xvi) Allow them to participate in decision making process.

REFERENCES

1. Human resource development and management - A. M. Sheikh – S. Chand & Company Ltd., New Delhi
2. Personnel Management and industrial relations -R. S. Davar – Vikas Publishing House Ltd., New Delhi.

MANAGEMENT IS THE DEVELOPMENT OF PEOPLE

3. Modern Management Practices - Dr. A. K. Gavai- Phadke Prakashan, Kholapur
4. Personnel Management Text and Cases - C. B. Mamoria and S. B. Gankar- Himalaya Publishing House Pvt. Ltd., Mumbai.
5. Human Resource Management Text and Cases - Dr. Ravindranath Badi- Himalaya Publishing House Pvt. Ltd., Mumbai.
6. Human Resource Management - Biswajeet Pattanayak- Prentice Hall of India Pvt. Ltd., New Delhi.
7. Organizational Behaviour - Suja R. Nair- Himalaya Publishing House Pvt. Ltd., Mumbai.
8. Principles and Practice of Management - L. M. Prasad- Sultan Chand and Sons New Delhi.
9. Human resource Management - John M. Ivancevich- Tata McGraw-Hills Publishing Company Ltd., New Delhi.
10. Principles of Business Management - J. S. Choudhari- Phadke Prakashan, Kolhapur

Publish Research Article International Level Multidisciplinary Research Journal For All Subjects

Dear Sir/Mam,

We invite unpublished Research Paper, Summary of Research Project, Theses, Books and Books Review for publication, you will be pleased to know that our journals are

Associated and Indexed, India

- * Directory Of Research Journal Indexing
- * International Scientific Journal Consortium Scientific
- * OPEN J-GATE

Associated and Indexed, USA

- DOAJ
- EBSCO
- Crossref DOI
- Index Copernicus
- Publication Index
- Academic Journal Database
- Contemporary Research Index
- Academic Paper Database
- Digital Journals Database
- Current Index to Scholarly Journals
- Elite Scientific Journal Archive
- Directory Of Academic Resources
- Scholar Journal Index
- Recent Science Index
- Scientific Resources Database

Review Of Research Journal
258/34 Raviwar Peth Solapur-413005, Maharashtra
Contact-9595359435
E-Mail-ayisrj@yahoo.in/ayisrj2011@gmail.com
Website : www.ror.isrj.org