

Chapter 1: Nature & Significance of Management

Q9 Is management a 'Science'? Give any three reasons in support of your answer. {CBSE, Delhi 2010 (II)}

OR

"Management is a science like Physics or Chemistry." Do you agree with this statement? Give reasons in support of your answer.

In order to determine whether management is science or not, we must compare its meaning and features with meaning and features of science:

Features of Science Vs Management

1. Systematised body of knowledge: Science is a systematic body of knowledge which is developed after years of research and experimentation.

Management satisfies this feature as it is also an organised body of knowledge, built up by management practitioners over a considerable period of time.

2. Principles based on Experimentation: Science principles are derived after repeated observations and experiments. The results of each experiment can be verified and definite outcomes can be predicted.

This feature of science is *not cent percent applicable in management*. Although management principles have been developed after observation and experimentation, but management deals with human beings and their behaviour cannot be accurately predicted.

3. Universal validity: Scientific principles have universal validity and can be applied in all situations and at all times.

This feature of science is also *not cent percent applicable in management*. Management principles are not as exact as those of science. They have to be modified according to a given situation.

4. Cause and effect relationship: Principles of science lay down a cause and effect relationship between related factors.

This feature *does not fully apply in case of management*. Although, cause and effect relationship can be established in principles of management. For example, in principle of unity of command, command by one superior is the cause and avoidance of confusion is the effect. But, such outcomes or effects may vary in different situations.

Conclusion

On comparing the features of science with management, we can conclude that management cannot be considered an exact or accurate science like Physics or Chemistry. But, we can call it an *inexact science* or *social science* or *soft science*.

Q10 Is management an Art? Give any three reasons in support of your answer. {CBSE, Delhi 2010 (III)}

In order to determine whether management is an art or not, we must compare its meaning and features with meaning and features of art:

Features of Art Vs Management

1. Existence of theoretical knowledge: Art is based on existence of some theoretical knowledge of concepts and principles.

This feature of art is *present in management* as it also involves use of theoretical knowledge like principles and techniques.

2. Personalised application: Art is a personalised concept as everyone applies the theoretical knowledge in his own way. For example, two dancers, two actors or two writers always differ in demonstrating their art.

This feature of art is also *present in management* as every manager has his own unique way of managing things and people, although all managers learn same management theories and principles.

3. Based on practice and creativity: Application of art needs regular practice to do things creatively and skillfully. Art can be improved through constant practice.

This feature of art is also *applicable in management*. Managers also improve their managerial skills and efficiency with regular application (practice) of management principles.

Conclusion

Finally, it can be concluded that *management is an art* as it satisfies all its characteristics. It is rightly said that 'management is the art of getting work done through people'.

Q11 Management is considered to be both an art and science. Explain. {NCERT}

Management has elements of both science and art.

Management is a science because it has systematised body of knowledge, which can be used to train the prospective and present managers.

Management is an art because it deals with application of personal skills, which can be improved through constant practice.

Science provides the knowledge and Art deals with application of knowledge. Thus, art and science are not mutually exclusive, but are complementary. It means, both are not in contrast to each other and should exist together in every management function.