

Chapter 1: Nature & Significance of Management

Q.2. "Management is regarded as fully-developed profession." Do you agree? Give reasons. {CBSE, Delhi 2005}

OR

Is 'management' a full fledged 'profession'? Give any 3 three reasons in support of your answer.

{CBSE, Delhi 2010 (I)}

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

Features of Profession Vs Management

1. Well-defined body of knowledge: Every profession has a systematised body of knowledge, which can be learnt through instructions.

This feature of profession is present in management as it also consists of systematic knowledge of concepts, theories and principles. This knowledge can be acquired at different institutions and through large number of books.

2. Restricted Entry: Every profession restricts the entry on the basis of examination or education. An individual can enter a profession, like Doctor or Lawyer, only after acquiring knowledge and skills through formal education and training.

This feature is not applicable to management as management is open to all individuals who want to learn skills of management. However, now-a-days, more emphasis is placed on taking management graduates in the organisation due to need for specialisation.

3. Professional Association: All professions are affiliated to a professional association which regulates entry, grants certificate of practice and develops code of conduct. For example, Bar Council for lawyers.

This feature is also not applicable to management as it is not compulsory for a manager to be a member of any management association.

4. Ethical code of conduct: A strict code of conduct exists in every profession. Members of a profession are required to follow the code sincerely and honestly.

This feature is also not present in management as there is no uniform code of conduct for the managers. Although, certain management associations like IMA & have formulated ethical codes for managers, but there is no legal support for it.

5. Service Motive: The basic motive of a profession is to serve clients with dedication. For example, task of lawyer is to ensure that his client gets justice.

This feature is not cent percent applicable in management as management aims to accomplish organisational goal, which is generally profit maximisation.

Conclusion

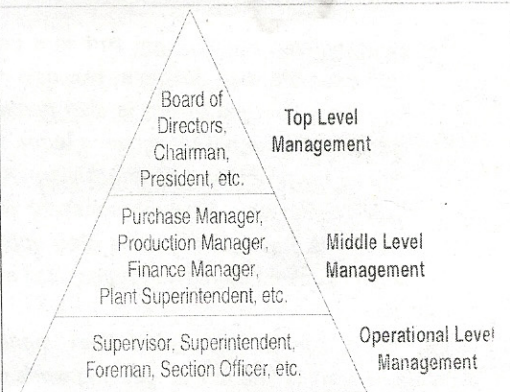
Finally, it can be concluded that management does not possess all the necessary features of a profession. But, it is moving fast in the direction of becoming a profession as professionals enjoy higher status in every society. So, there has been a growing trend towards professionalisation of management as managers also want to earn social status and recognition.

Q13. What do you mean by levels of management? What are the three levels of management?

The hierarchy of management positions from top to bottom is called levels of management.

The three levels of management are:

1. Top Level Management
2. Middle Level Management
3. Operational or Supervisory or Lower Level Management



Q14. Describe, in brief, any five functions of top-level management in an organisation. {CBSE, All India 2003}

Main Functions of Top Level Management

1. Determine the objectives for the organisation: It is the most important function of top management as objectives are goals which every enterprise seeks to achieve.
2. Framing of plans and policies: Top management lays down plans and policies to achieve the objectives.
3. Setting up an organisational framework: Top level determines the organisational structure to execute plans and policies.
4. Assemble the resources: Top management also arranges resources of men, machines, materials and money to achieve the desired goals.
5. Coordinate and control the performance: Top management coordinates the activities of various individuals and departments and exercises overall control of the organisation.
6. Analyse the business environment: Top level analyse the business environment and scan its implications for the survival and growth of the organisation.