

NAME **ADNAN**

ID **13507**

ASSIGNMENT **02...**

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14 Management Principles by Henri Fayol

14 principles of Management are followings...

1. Division of Work.
2. Balancing Authority and Responsibility.
3. Discipline.
4. Unity of Command.
5. Unity of Direction.
6. Subordination of Individual Interests to the General Interest.
7. Remuneration.
8. Centralization.
9. Scalar Chain.
10. Order.
11. Equity.
12. Stability of Tenure of Personnel.
13. Initiative.
14. Esprit De Corps.

- **Division of Work:**
- This is the principle of specialization, which is very well expressed by economists as being a necessary factor for efficiency in the utilization of employees.

- **Balancing Authority and Responsibility:**
- In this principle, Fayol conceives authority as a combination of official authority deriving from a manager's official position and personal authority, which is compounded of intelligence, experience, moral worth, past services, etc.

- **Discipline:**
- Holding the notion that discipline is 'respect for agreements which are directed as achieving obedience, application, energy and the outward marks of respect.

- **Unity of Command:**
- This is the principle, which states that an employee should receive orders from one Manager only.

- **Unity of Direction:**
- According to Fayol, the unity of direction principle implies that each group of activities having some objectives must have one head and one plan.

- **Subordination of Individual Interests to the General Interest:**
- In any group, the interest of the group should supersede that of the individual. When the interests differ, it's function of management.

- **Remuneration:**

- Remuneration and methods of payment should be fair and also should be able to afford the maximum satisfaction to employee and employer.
- **Centralization:**
 - This principle refers to how close employees are to the decision-making process. It is important to aim for an appropriate balance.
- **Scalar Chain:**
 - Employees should be aware of where they stand in the organization's hierarchy, or chain of command.
- **Order:**
 - The workplace facilities must be clean, tidy and safe for employees. Everything should have its place.
- **Equality:**
 - Managers should be fair to staff at all times, both maintaining discipline as necessary and acting with kindness where appropriate.
- **Stability of Tenure of Personnel:**
 - Managers should strive to minimize employee turnover. Personnel planning should be a priority.
- **Initiative:**
 - Employees should be given the necessary level of freedom to create and carry out plans.
- **Esprit de Corps:**
 - Organizations should strive to promote team spirit and unity.

Henri Fayol's 14 Principles of Management are implemented on KFC

- **Division of Work:**
 - The company has divided the total work into many parts

- All the Employees performed a particular job repeatedly.
- **Balancing Authority and Responsibility:**
 - The Employees has got the authority as well as the responsibility regarding the work entrusted upon them. It can be said that the principle is implemented in this company.
- **Discipline:**
 - The Employee are not fulfilling their commitment with the company to work honestly for it.
 - Therefore, it can be said that this principles of management is being violated in the company.
- **Unity of Command:**
 - The unity of command was not being implemented in the organization because the company has more than on boss.
- **Unity of Direction:**
 - The company has mainly 3 units. Therefore, it is clear that each is headed by a different individual and he is plaining and regarding regulating the activities of his own way.
 - The situation tell us that the principle of unity of direction is being implemented in the company.
- **Subordination of Individual Interests to the General Interest:**
 - The individual employee of the company gave priority of general interest of the organization over the individual interest.
- **Remuneration:**
 - The employees of the company are not happy about the remuneration policy of the company. Therefore, it can undoubtedly be said the company lacks behind in observing this principle of management.
- **Centralization:**
 - The company does not adapt a complete centralization. Instead it can be said that the company follow the principle in effective way.
- **Scalar Chain:**

- The chain made by the higher officials of the company cannot be broken. Therefore, scalar chain is implemented in the company.

- **Order:**

- All the employees work only on the pre-determined place of duty. Therefore, it can be said that decide work and than doing it is best and according to the principle of order is observed.

- **Equality:**

- It can be said that the company is conscious about observing the principle of management.

- **Stability of Tenure of Personnel:**

- Employees turnover in the company is on higher side. This situation reflects poor management in the company. Therefore, the company has to take care of the stability of the personnel in its own interest.

- **Initiative:**

- The employees felt that their opinion were given importance. This is a comfortable situation. This help in encouraging initiative and confidence among employees.

- **Esprit de Corps:**

- The managers in the company are the victim of some sort of superiority complex. That is the reason as to why they given to importance to word "T" instead if the word "WE".
 - In the process of such situation the question of co-operation on the parts of the employees is simply out of the question. Thus, the principle of management is violated in the company. So this is not a good situation.
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