

- ① Planning
- ② Organisations
- ③ Commanding
- ④ Co-ordinating
- ⑤ Controlling

## APPROACHES

### 1) Human Resource Approach

- concerned with growth & development of people towards higher level of competency, creativity and fulfillment
- also known as supportive approach.
- managers role changes from controlling to supporting in their growth and performance.
- managers should practice a style where workers are given the opportunities and encouragement to perform.
- role of manager changes from restructuring

## 2) PRODUCTIVITY APPROACH

- Productivity is numerical value of the ratio of output to input of an organisation's effectiveness.
- reveals manager's efficiency in optimizing resource utilization.
- Productivity generally measured in terms of economic input and outputs but human and social input and output are imp.
- better organisation behaviour can improve job satisfaction and it also help increase the productivity.

## 3) INTERACTIONISM APPROACH -

- focus on social interaction in specific situation and explain how people select, interpret and change in various situation.
- based on cause and effect relationship and highlights how status effects both individual and OB.
- Suggest that job changes help employees to improve their attitude whereas attitudes influences how people perceive their jobs.
- This is slow & steady motion but views more promising ideas for future development.

#### 4) CONTINGENCY APPROACH -

- Based on principle that method or behaviour which works effectively in one situation fail in another and their results also differ.
- Hence manager's task is to identify which method will best contribute to the attainment of organisational goals.
- The strength is to encourage analysis of each situation before taking any action while at the same time discourages ~~universal~~ habitual of universal assumption about people and people.
- Is interdisciplinary, systems oriented and research oriented.

#### SYSTEM APPROACH -

- It views organisation as a united purposeful symbol system composed of unrelated parts.
- Compels managers to take holistic view of the subjects that interprets of the whole person, whole group, organisation and social systems.
- based on input-process-output principle and view a company

as an interconnected purposive system that consists of several business entities

