

FUNCTION OF MANAGEMENT

"The main aim of management is to achieve the organisational goals while using the organisational resources"

To achieve the goal of organisation effectively, the manager has to perform certain function , which we are here discussing.

Many management experts have discussed the functions of management. But there is no unanimity among them about the classification of different management function due to reason that the experts discussed the management functions by studying different organisations and from different angles.

We would discuss here the basic core function by some famous management expert., which will cover the spirit of managerial function.

A Henry Fayol, the father of principles of management, has classified managerial functions as follows:

- (a) Planning, including forecasting,
- (b) Organising,
- (c) Commanding,
- (d) Coordinating, and
- (e) Controlling.

Koontz and O'Donnell have also classified management functions into five. They have stated that "the most useful method of classifying managerial functions is to group them around the activities of planning, organising, staffing, directing, and controlling." Thus, according to them, there are five functions of management.

According to R.C. Davis, there are three management functions, viz.,

- (a) planning,
- (b) motivating, and
- (c) controlling

G.R. Terry classified management functions into four, viz.,

- (a) planning,
- (b) organising,
- (c) activating, and
- (d) controlling.

Gulick and Urwiik have classified management functions into seven. They coined the word 'PODSCORB' to describe the functions of management, which denotes as -

- (a) Planning,
- (b) Organising,
- (c) Directing,
- (d) Staffing,
- (e) Coordinating,
- (f) Reporting, and
- (g) Budgeting.

However, the following comprehensive classification can be given of various managerial functions:

1. Planning,
2. Organising,
3. Staffing,
4. Directing –
 - (a) Leadership,
 - (b) Communication,

(c) Motivation, and

(d) Supervision.

5. Coordinating, and

6. Controlling.