

# Semester “Spring 2011”

## “Principles of Management (MGT503)”

Assignment No.1

Marks: 20

### **“Administrative View of Management”**

National Community College (NCC) was opened in 1980 in Karachi to provide quality education to the students. Its mission is to mould the future of nation by moulding people who will ascertain the future of people of its country

In NCC there are clear rules and procedures and being part of this college, everyone is obligated to strictly follow the rules. NCC enforces that rules must be followed to ensure quality of education. For this purpose there is a regularity committee to ensure that all the rules are properly enforced. Board of governors set direction for whole organization to achieve its purpose.

Faculty members are very devoted and dedicated to their responsibilities and are very committed to the students, too. They are constantly under pressure as they must make sure that student’s performance should be up to the expectations. Compensation package is appreciative and based on performance, qualification and experience. Teachers are graded by exam results as well as feedback from their students.

NCC offers jobs on contract basis so job-switching is highly practiced by the teachers. Due to this, when changes are made to teachers, lessons are not as effective as they should be.

Generally, teachers are brilliant and efficient in their work. Their role is not only just to teach what they have specialized in but also they are involved in sports and other co-circular activities. Sometime teachers also perform role of counselors and coaches. So their job scope is more diverse and mostly they are unable to concentrate their relevant field of study.

**Discuss which principles of Effective Management (as developed by Henri Fayol) have been practiced in NCC?**

## **Solution:**

### **Discipline**

Henri Fayol said that employees must obey and respect the rules that govern the organization. Discipline requires good superiors at all levels. In this scenario, NCC enforces that rules must be followed to ensure quality of education

### **Unity of direction**

The organization should have a single plan of action to guide managers and workers. According to this principle, each group of activities with same objective must have one head and one plan. In NCC Board of governors set direction for whole organization to achieve its purpose

### **Remuneration**

Workers must be paid a fair wage for their services. Remuneration and methods of payment should be fair and afford the maximum possible satisfaction to employee and employer. In NCC Compensation package is fair and appreciative and it is based on performance, qualification and experience.