

# MANAGEMENT THEORIES: PRINCIPLES AND PRACTICES

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**Abstract: Introduction:** Management theories form the backbone of the Management course in any Business School. But the issue is how to extend the applications of the 'Principles of the Management theories' to the practicalities of real life. This paper discusses the genesis, and the relevance of the Management theories. The novelty of the paper lies in understanding the human linkage of the concept of theories to the human existence and survival. The constraints and the scope of these are discussed at length.

**Research Gap and Problem:** This research paper identifies the gap and the constraints that limit the application of the Management theories to academics and reference books. Besides a few incidents of their organizational application, they face obstacles in being adapted to use. The paper identifies a gap where in the human understanding is applied to redefine the concept of the Theory as a phase of human evolution by a sequence of stimulus response psychological mechanism. This puts us at the fundamentals of the issue to deal effectively with the problem.

**Objective of the study:** The paper aims to understand the concept of the theories and Management principles and devise a new way of solving the problem to extend its applications beyond lecture halls in to organizations much more effectively.

**Research Methodology:** The paper is a result of descriptive research and applications of various ideas from secondary sources like books, journals, research papers, works of eminent personalities etc, to devise a novel concept of dealing with the Management Principles.

**Key Words:** Management Theories Education

## **Implications of the study:**

The world has made great strides in the field of Management. There has been a time when the developers put forward their theories, ideas and suggestions. This came partly out of the foresight and because of the compelling necessity of the situation. Whatever it might have been, there was a keen desire to improve the working and in all walks of life through an efficient management of resources. What would subsequently be the adjunct objectives would be the attainment of efficiency as a means to save costs and to improve profits.

It is clear that management theories were tools and still are guide lines with a sense to progress..... They were steps taken for betterment and improvement of the system and also to enrich skills in that connection. Good skills management leads to learning and good and managed learning is what enriches life. What is the necessity of it.....to learn.

Mental stagnation and decay lead to decay of the organism and stoppage of the input and the excitement stimulus, so very important for the survival... let alone a happy existence. Every creature reacts and works to align its way in this regard, carefully managing its response-stimuli cycle.

And this is growth.....life.

Life comes in many forms to be managed. The management theories have been put forward to make otherwise a random entropy a more systematized existence and to create interest in doing so.

Life is not to be a mundane set of self-made existence. It is to be growing and regenerating. The human minds in harmony with nature has sought ways out to make life easier since time immemorial. Through management also, in today's world, the objective is to experience and observe the present (stimulated), record the reaction (stimulus) and to respond in reaction through a response stimulus.

This forms the basic understanding of the mind –body existence and growth upon which is laid the foundation of further developed theories.

Specificity has been the trend of today. Be it in organizing a department hierarchy or designing an efficient production assembly, the cause is the time-lined observation, and experience and the input need for fresh stimulus, resulting in search for more effective and better controlled subsystem. These systems co-generate to run a larger system. But what is at the core is the desire (attained to search for excitement in growing) more than the subjugated compulsion. In its ready form the theories have been packages which have thread bare exposed the innermost thoughts and stimulus and enlightened the areas of gaps for further researching (need based stimulus).

What is the intermediary result is that they are seen as fresh breath in an otherwise a rutted mechanism.

These have objectives-Management theories most of them seek to achieve efficiency. Efficiency is the area in human minds which is the latest in version often synchronized by optimality. Efficiency catches the minds attention to generate interest. The long motive is to be happy being rich. Poverty is degraded phase not sought for. The theories reform and redesign to tell what lies hidden and what steps are to be implemented to make the working easier and better raised.

These are in the form of suggestions for improvements. These are to be tried and tested for better resource management. After all savings in cost and more money is the current stimulus for human existence.

This extrapolated to the organizational level results in speed, lowering costs through waste control, effective communication to save time which is money, usage of various

tools to better the resources under the proper routes and channels to avoid delays which build up costs and losses.

The dissemination or the regeneration of the ideas or theories either in-house developed or outsourced. They have developed to be commercially exploited and traded and part of business like others.

The general concept is that of the extension of the theories is constrained on account of being:

- 1 . Academic
2. Time bound
3. Lack of concrete results and even convincing proof of their success.
4. Phasing out by the development of hands on experiences which forms the main area of conflict with the theory.

The theory assumes and seeks ideality without compromise even with the given constraints leads to practicalities hitting it hard with realities denying their incoming in practice on account of being already present, difficult to shift, an established mind set and more economic way of improving on the spot.

It means just improve on the assembly line and it should serve the purpose and work fine. Now, this conflict goes to damage the revamping which the theories seek to propagate. They are stubbed by the option of on the spot innovation with a logic of better cost saving and economics of the process.

That is where the effects of the theory chain start getting buried. And as it happens in modern days, the dreams of reality get a hard knock on reality grounds.

This does not mean an absolute closure of the theory practice. It is area identified to be explored and made more conducive for the implementation of the ready to use package. So we might well EDUCATE i.e, stimulate the minds of the people with more transparent inputs and show the possible (yet unknown) results thereof.

This might face a rub off but as has been seen put in practice and has been able to generate sufficient positive reaction responses. Pilot tests have yielded good results and things have moved in part at least to implementation phase.

Any success shall greatly boost and infuse fresh breath in theory propagation in the field of management, and the contributors like Drucker, Porter, Fayol, Maslow etc shall be duly credited for what they conceived and put forward so that we may move along ahead in a better managed way. The paper identifies the gap that needs to be worked on. The need now arises to find and design for good results, as an outcome of theory implementation and even confirming it.

We shall now delve into important aspects associated with the Management Theories and their relationship with the practicalities of applications in the following forms:

### **1. Giving a shape:**

The urge for betterment of life and living has always had a language to be communicated with. Managing is not a practice of control of disarray. It seeks to organize and systematize things. It does not revel in orgy of disharmony and chaos. It seeks to draw out a reasoning and extract core values through an hitherto unknown situation. It further seeks for it to be a lesson learnt, an embodiment of the circumstances re-alignment preserved for the future to share experiences with. It is thus to be given a shape.

This two way process churns the mechanics of human psycho-soma response stimuli, starting from the fundamentals. This is a shape not inflexible and rigid. It is characterized by flexibility to new ideas and actions in conjunction with the growth and development of the inducing stimulus and reactionary responses. The shape giving is borne out of the genius of the imaginative thinker who put forward bravely their beliefs irrespective of absolute veracity but doing justice in attempting to find a place for truth.

The principles thus shape, stand on an existence of trial or fate. Compulsion often leads to unexpected results but a planned progress is a studied and educated approach in solving the pressing issues.

The best and the most sought after and the most ideal channel is to be motivated to innovate. This calls for very high mix of psychic and trait characteristics, both internal and learned.

The fate of these theories 'Commercially' end up often as reviewed books or in published journals.

This is a short sighted measure of the ingenuity of the mind which gave birth to the theories and concepts. They deserve not a question to survive but to give angle to convey the hitherto unknown, nature's laws as interpreted with the limits of the rules of humankind in the quest to bring order and reasoning to the world.

Macro's often are found to evaporate in thin air. Hence it is interpreted to give a shape in solidity in the world and to exist creating and living a mark out of it.

That is success and success brings fame and renown to its birth givers.

### **2. The exchange:**

The grass roots are usually the takers and the givers are at the top. Then the question materializes what and where is the trust. If the givers hand out a few thoughts what is

the say of the ground level. The success of the theories lies not in a skimmed segment with a bias but to be verified across the cross section repeatedly and validating the results in every aspect.

For example there are more chances of a new principle being put in practice from the Human Resources than a theory being developed from the assembly line. This is an accepted truth and depends where one finds the genius of minds. Therefore to avoid conflict as it often occurs the way lies in testing the theory and disseminating the results openly showing the improvements and changes. Mindset and the hard headedness are of-course to be dealt with in this this pursuit.

This leads to 'if sorted cordially' a flow of information and easing of the lives affected. This is another parallel exchange path.

### **3. The Drawing depths:**

A set of ideas cogenerates the necessity of patience. There is no hard and fast rules to be drawing conclusions or inferring from the theories. Every person is free to improvise upon and devise his own ideas and thoughts and workings and to learn accordingly. This again is a variable factor and is a function of the grasps, comprehends and analyses ...which again taps the stimulus response mechanism. The drawing of results can be innovated by backward linking of ones thoughts and moving forward. But the question is how to retrace the steps and then move ahead. Would it entail re-understanding of the fundamentals and the basics, would it lead to time overrun and enduce decay till the recap is done?

What is the way out?

The question lies in practising the inherent stimulus –response cycle and attach ones' learning and then apply. This would give a reflection of the attachment or detachment of the self (the psyche) from the applied world.

The solution then remains to carry along these inborn natural traits in handling the situational issues and being practical in the real world.

The conclusions and inferences have a meaning then as they provide feedback to the learning mechanism of the psyche and also its enrichment which is life.

### **4. The ability to produce(genesis):**

Most of the time the theory is put in practice not with an intention to end an effort in stop gap process. The intention of any producer or thinker is to bring forth as research outcome to be genesis oriented. It is not to be practiced in isolated pockets or to be walled in face of obstacles. Every thought cherishes a dream of everlasting and continuing progress and evolution of the ideas more effectively. This productive regeneration is what is the ideal in terms of final actualization of the producer and a cognitive and mutual learning through sharing of experience and feedback.

### **5. The learning Correction:**

Every process of theory and practice has a phase of implementation. The implementation process is dotted with human error and anomalies. This is on account of want of closeness with perfection. Quest for perfection leads to striving for more alternatives in search for better results. How is this correction made?

Usually theses do not have an option for corrective action. They are eliminated as much as possible and errors removed after repeated testing and validation of the range of results in search for optimality of the best choice.

The fact is that the ability to correct lies in the human phase. The other fact lies that these are long forgotten. The genetics of humans are self-correcting, and this auto-control is often disharmonized in man making a master of his senses. The damage causes becomes irreversible. What remains as the most obvious choice is to probe a bit into self, and learn the natural tendency to detect right and wrong and realize it. This realization puts the people on the correction mode and all applications in practical follow then on.

### **6. The Changed Person:**

Finally how to gauge your 'Done' practices? It is not just seeing money roll in or the books being printed. It is not only as per Maslow, a sense of fulfillment.

What is it then? It is the refinement of the feedback and analytical analysis to identify, detect, pick and nurture the learning factors and reject the rest. The backward stimulus response re-enriches the psyche and this enrichment gives an understanding to every form of happiness and thus forms a learned person.

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## The Psyche-Relationship with Management Theory in Practices and Principles

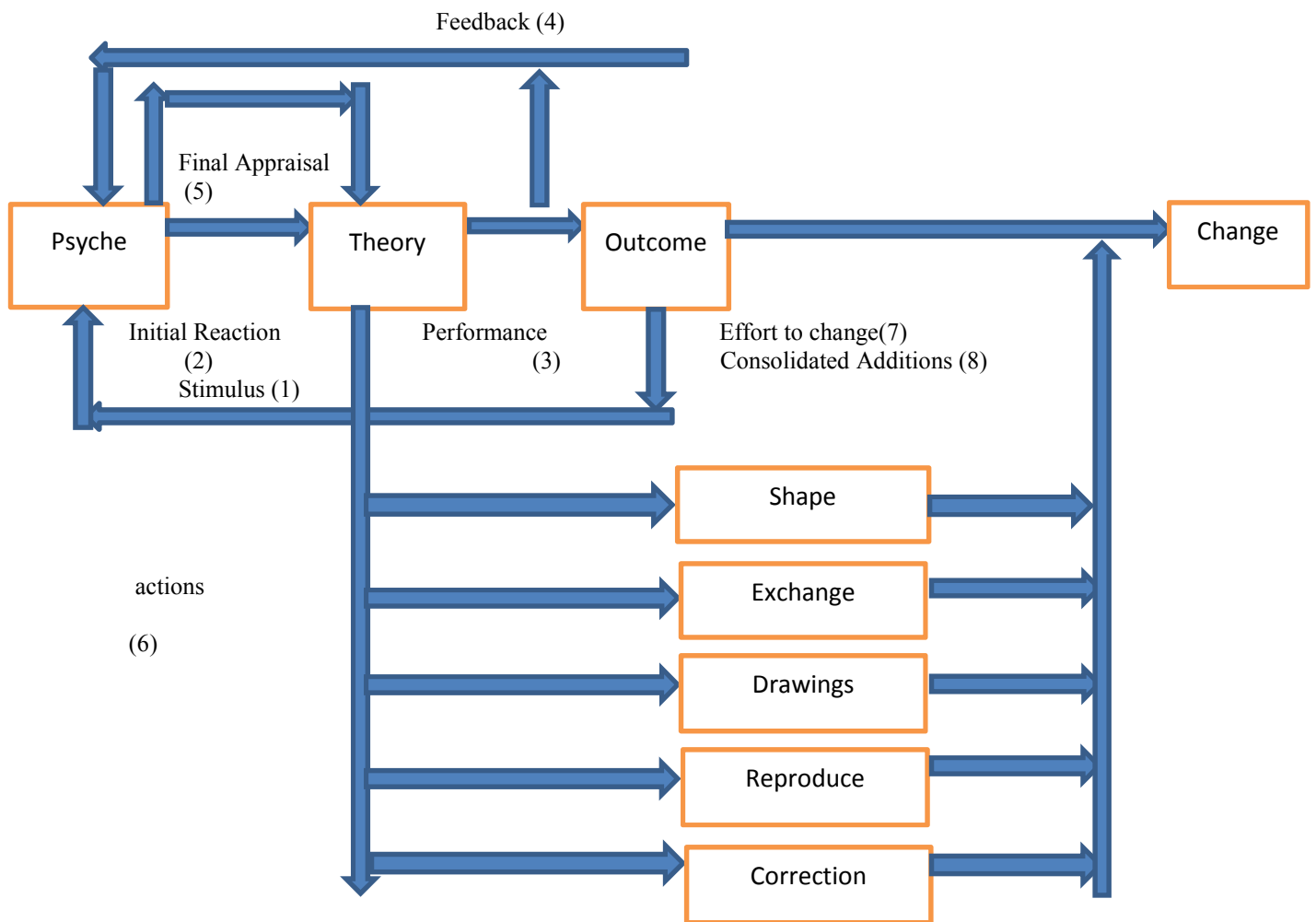


Figure-1