

EXPERIENTIAL ACTIVITY ON PRINCIPLES OF MANAGEMENT--III

Subject	BUSINESS STUDIES
Class	XII
Chapter/Unit	Ch.2/ PRINCIPLES OF MANAGEMENT-III
Topic	Fayol's Principles of Management :- Subordination of Individual Interest to General Interest, Remuneration of Employees, Stability of Personnel, Espirit De Corps
Time	40 mins.
Nature of Activity	Group Activity

What will I learn (Learning Outcome)?

Develop understanding of the Principles of management given by H. Fayol

Examine the applicability of these principles.

Appreciate that these principles act as guidelines for managerial decision making, behaviour and action.

Skills:

Analytical skills, observation skills, conceptual skills, coordination, role playing

What I have to do?

Have an understanding about the principles of management.

To know the positive impacts of following these principles and consequences of not following the same.

What do I require?

NCERT Book, pen, paper, the script for the skit.

What do I need to know?

Principles of Management are the broad and general guidelines for managerial decision making, behaviour and action.

The management principles are derived from observation, analysis, experimental studies and personal experiences of the managers

➤ **Teacher's Activity**

The teacher will explain the principles, with the help of examples, in order to clear the conceptual knowledge.

The teacher will make 4 Groups of 8 students each. Each group will be given one principle to be depicted as a small skit. The group will present one by one, the skit and other students will name the principle being followed.

How will I proceed?

➤ **Student's Activity**

We, as group of 8 students will develop and present a small skit on the principle of management allotted to us by the teacher.. Other students will tell which principle of management is being implemented and their positive impacts or negative consequences.

- Subordination of Individual Interest to General Interest: The interest of an organization should take priority over the interest of any one individual employee.
- Remuneration of Employees: salaries/ wages should be fair, just and equitable so as to give maximum satisfaction to both the employees and organisation.
- Stability of Personnel: employees once selected, should be kept at their post/position for a minimum fixed tenure. They should be given reasonable time to show results.
- Espirit De Corps: Management should promote team spirit, unity and harmony among employees. They should be encouraged to use 'we' instead of 'I'. This encourages mutual trust and belongingness, which results in minimum need for using penalties.

What have I observed?

S. No.	Principle of Management	Positive impacts of Principle
1	Subordination of Individual Interest to General Interest	
2	Remuneration of Employees	
3	Stability of Personnel	
4	Espirit De Corps	

What have I learnt?

I have understood that these principles, are behavioral in nature, and can be applied anywhere, after modification, to increase the efficiency of the management.

What am I curious to learn?

Are there any new principles of management being developed in the current scenario?

Let me evaluate myself

Q.1. Espirit De Corps mean

a) Gang plank

c) Order

b) Gang boss

d) Union is strength

Q.2. In an organization employees are transferred frequently; which principle of management is being over looked.

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Q.3. Name and explain the principle of management according to which a manager should replace 'I' with 'we' in all his conversations with workers?

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Q.4. 'The purchase manager purchases raw material from the company owned by his son at a rate more than the market price'. Which principle is being violated here? Explain in brief.

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Q.5. Kushal Ltd. is a leading automobile company in which the various department are setting up their own objective without paying any interest to the organizational objectives.

I. Which aspects of management of company is lacking? What will be impact on the organization?

II. Identify the principle of management which has been overlooked by the organization.

III. State any two value which is neglected by the people of organization.

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