

Introduction to Management

Mark James ¹

^{1*} Independent Research Scholar

*Corresponding Author: e-mail: m.james.85@gmail.com

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Abstract— In our world today, we can notice that the view of the leader in a company or organization as the center controlling everything and the source of tyrannical power is changing. The focus today is on the co-leader who embeds the principle of partnership, the principle of humanity and the understanding leader who is able to harness all the energy within his team. However, being a good manager is never an easy matter, because it requires a series of specific features and characteristics that a person wishing to become a manager must work on to develop.

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I. INTRODUCTION

The manager needs to supervise the personnel affairs and provide full support and training sessions to them to enable them and increase their experience in dealing with the circumstances and challenges the organization faces.

II. PROFESSIONAL COMPETENCE

Professional competence is one of the essential management foundations for anyone who wants to become a manager.

Professional competence is one of the most obvious manifestations when it comes to management positions, because this person will be directly responsible for the work of an entire team consisting of several workers.

Accordingly, getting acquainted with the work of the company or institution, and the activities and works that are carried out by each of the workers under his supervision is the least that the manager needs to do.

In addition, the worker must demonstrate leadership and skill in his work and tasks, to form an ideal for all his employees in the team.

III. RELATIONSHIPS WITH EMPLOYEES AND EMPLOYEES

Being a leader means dealing with a large number of different personalities and skills. Accordingly, this worker needs to be able to deal with people in a cautious and

understanding manner, understand the problems and conflicts that may arise and find the best ways to benefit from the energies of each of the workers.

This type of relationship with the work team requires the manager, in addition to having the abilities and capabilities in communication, to also have the necessary understanding to know how to listen to comments, criticisms and suggestions in the same manner and the same calmness while talking with the employees and the work team.

IV. EMPATHY

Empathy is one of the concepts and phrases that are frequently used in our time and one of the foundations of management. Empathy is the ability to put yourself in someone else's shoes and feel what they are feeling.

In the corporate world, a leader with empathy can understand his people, his companies and divisions, and the obstacles they might get in their way once he is always ready to help.

This feature constitutes the complete difference between a true leader and a leader who does not care about the feelings of his workers and all that matters is power and control, and does not know how to act in adversity.

V. AFTER CONSIDERING THINKING

It is impossible to talk about a good leader without mentioning his skill in seeing paths and solutions related to his work from a distance.

Therefore, the position of management is considered a position that requires the ability to see beyond the boundaries of the obvious, and to reveal the positive and negative effects that specific actions and actions may lead to.

A good leader can see these effects, and in addition, he can reframe the actions and actions of his entire team so that results can be achieved and achieved.

VI. ASSIGNING DUTIES AND RESPONSIBILITIES

Traditional managers are demanding and demanding, retaining full authority and assigning responsibilities, which can frustrate their employees.

As for good leaders, they know how to deal with responsibilities and tasks, and know how to distribute them and share responsibilities, thus helping to spread feelings of team spirit and strength.

The distribution of powers and authorities among the members of the work team conveys a message of trust between the leader and the team members at work, and this helps workers to engage and engage in a more profound way in their work.

This broadens the concept a bit. Instead of viewing such jobs and jobs as mere commitments to be implemented, each worker sees himself actively responsible for the success of the business, and an empathy arises between the manager and the team.

VII. THE POWER OF DECISION MAKING

At the same time that a manager can assign and assign powers, and share responsibilities with his staff, he must also understand that there are some decisions and tasks that are directly related to what he is doing, and are his responsibility.

This means that at times, a good leader must be able to consolidate his view and the knowledge he has about his team's work, to make decisions that are in the best interest of his business to reach the goals he has previously set.

It is essential that the manager does not hesitate in such situations, demonstrates confidence in his actions and procedures, and demonstrates that he has good power to predict and reveal the consequences of his choice.

VIII. MANAGEMENT BASED ON PEOPLE'S AWARENESS

The real manager does not ask random things from his team, but works and acts with awareness, wisdom and logic to be an example to his team members in such cases.

This awareness-based behavior is one of the most important foundations of management that every manager should have, because by relying on this quality, the manager is able to fit the characteristics of the team based on the nature of the business.

For example, it is inappropriate for the manager to ask his team to work and work with all their energies, and at the

same time, he does not express that, and does not provide the ideal on this point.

For this reason, before the manager asks anything of his workers, he must first implement it so that his workers can set an example.

IX. FEEDBACK MANAGEMENT

One of the most important foundations of management is for the manager to be able to deal with the feedbacks that come from his employees and motivate them to give their opinion.

He can do this by smiling at them and expressing an openness to listen, and by showing them a desire to sit down with them at a table and talk.

Through this, he can pass to his employees any opinions and impressions he has, then the employees accept his opinions more, and vice versa, because this incentive also encourages the employees to be frank with the manager about what they feel or suffer from.

In these situations, the manager must know how to deal with negative opinions and control his feelings.

Demonstrate to employees that you are open and willing to listen to their opinions and suggestions. Always try to encourage open, honest and direct communication, as this behavior is what leads to the growth of both parties: the manager and the employees.

X. EFFECTIVE COMMUNICATION

Communication is really essential to the success of any organization or company. This communication must always take place in a clear and open manner, avoiding any attempts to misunderstand.

This important feature, of course, helps to improve the level of productivity in the company or organization, given that the manager communicates well with his work team, and they provide him with all the important information in an effective manner.

XI. CONCLUSION

As you have seen in this article, there are some foundations of management that cannot be overlooked by every person who dreams of assuming a position of management..

XII. ACKNOWLEDGEMENT

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XIII. REFERENCES

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Authors Profile

[1] Independent Research Scholar.

