



Management is an art or a science ?

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*Received 01 August, 2023; Revised 09 August, 2023; Accepted 11 August, 2023 © The author(s) 2023.
Published with open access at www.questjournals.org*

I. INTRODUCTION TO MANAGEMENT

The term management itself clears manage the things which are meant to be organized and manage those events which are not meant to be organized. Many managerial theories defines management as an art and a science as well because it contains many scientifically proved theories and naturally formed substances that are used to deal with people. Dealing with people is nothing but dealing with emotions...but have you ever think why psychology and philosophy matters in the subject of management? Do we really know management is an art? Let's see how we can convince ourselves to accept the philosophical texture that management have .

GOOD THINGS COME WITH GOOD THOUGHTS

A person whether he is a manager or an organizer or even a leader the first and foremost thought he/she could have in their minds before they are going to proceed any task is an optimistic view of the scenario they came across so that the levels of confidence can boost up and encourage themselves in a very convincing manner and make them believe the prediction of their mind says that "You Are Going To Win". It's the act of a heart that acts as the belief system of someone's self that works for the people who manages their mind and controls their emotions in work and also plays a dramatic scene on one's mind good deeds can give good results only. So here management deals with the process of positive thought process that begins with the art of self talk and self motivation which enhances the confidence levels of an individual in a artistic manner.

ART IS NOTHING BUT A WAY OF SAYING

Management involves a strong and good communication process takes place between the sender and the buyer which involves in proper understanding of what their other person is saying that should be exactly delivered to the receiver in a proper manner. So how we say is more important than what we say. We cannot create a healthy bound with every people we meet and the every team we connect. To have a good communication as the base of my employee and employer bound management should maintain ethical standards in the organisation and assure employees with their act of kindness. It's not so easy to be employee centric and makes things done because act of kindness is always misunderstood as act of lenience. In order make people realise you are their boss and he's your employee the way you talk and the way you express things in front of them is what really matters. Yes if we believe or not words are power to those who uses it properly. That's why every manager, management or a leader know what to say, when to say and how to say. Analysis of these words of expression will make u find plenty of opportunities in your career and create a ease to stay connected with employees too .

MANAGEMENT IN THE EYES OF SCIENCE

Science are those practical instruments we believe every concept can be proved right and every belief can be proved wrong and vice versa. In the eyes of science management is a part of organisation that should be implemented by using certain levels of theories and practices that can show better results in the performance of employees. But having a practical part of emotions works very less because human beings have that sense to ensure the peoples words are genuine feelings that come from heart or an arranged frame work of sentences garnished with lots of care and concern in a commercial tasks which may include target oriented manipulation

of employees just like the corporates do with their customers. Management as science can give you a shape or structure for the plans and strategic procedures you are implementing in your company to motivate and guide employees that make them able to withstand on the competitive pressures and corporate style of work cultures. Analysis of pre defined theories or practices with hence proved tag lines won't work in every scenario where the process of management works in a continuous process according to the situations and unnecessities depends on the state of mind of a manager as well the employee. So every theoretical and practical statements may not work in organization but the value system we maintain and the level of understanding between the employer and employee make things done.

CAN WE PROVE THE THINGS WE BELIEVE ARE RIGHT

Things we see, hear and feel like known are the factors of our own belief system and core values inherited within us from the frames substances of society, family and friends. Sometimes we feel superior and have lack of understanding about the need of employe centric nature and how it should effect the work environment. Sometimes we feel so low and behave mean with people without realising the fact that they are not responsible for our problems. Many management theories and formulas gave us attributes to maintain and deal with the people and set the organization run in a smooth manner. As management is an art the following steps can be implemented in an artistic manner.

- ★ Make yourself ready first to step into the organization but not your employees
 - ★ Make sure that you have a good observation and good listening skills
- Update yourself in the level of an employee but not according to the level of the market
- ★ Take an analysis on the ground roots of your organization employees
 - ★ Have a comparative study on the salary,wages, bonus, leaves,benifits,perks, incentives,week offs and all other flexible options a company can provide to your employee. Then see that if u gonna leave him how many benifits and opputunities your employee may recieve but not on the analysis of how good and passionate employees you are going to heir
 - ★ Try to establish a motivating work environment which creates positive vibes
 - ★ Always stay connected with internal affairs and external relations to create a healthy bound within the organisation
 - ★ Keep an eye on your competitors but not on your employees leaves or permissions
 - ★ Don't give a continuous supervision but be supportive continuously
 - ★ Treat yourself as a member of organisation but not as a owner of organisation
 - ★ Try to enhance the practical and real world thought process in making decisions or while setting up of goals because mostly top management wants or wishes can be unbearable and impractical when compared to lower level management
 - ★ Frame your tasks in such a manner it should be interesting to listen and comfortable to do
 - ★ Organize training sessions individually rather than groups as an individual employee cannot escape from his work learning process and everyone maintains a good knowledge about the tasks they are going to perform and give a try to complete it within time and in an effective manner.

Making management in an artistic way requires a leader but not a manager.

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