

Chapter-2 (Principles of Management)

Identify principle of Henry Fayol applicable in following statements:-

1	This principle emphasizes kindness and justice in the behavior of managers towards workers	
2	Principle violated if Sales person is asked to clinch a deal with a buyer and is allowed to give 10% discount by the marketing manager. But finance department tells her/him not to offer more than 5% discount.	
3	“Employee turnover should be minimized to maintain organizational efficiency”,	
4	Major tasks should be decided by top management where as routine tasks can be delegated to others	
5	A manager should have the right to punish a subordinate for willfully not obeying a legitimate order but only after sufficient opportunity has been given to a subordinate for presenting Her/his case.	
6	This is a shorter route and has been provided so that communication is not delayed.	
7	Workers should be encouraged to develop and carry out their plans for improvements according to Fayol	
8	If a company is manufacturing motorcycles as well as cars then it should have two separate divisions for both of them	
9	There should be one and only one boss for every individual employee.	
10	This principle requires good superiors at all levels, clear and fair agreements and judicious application of penalties.	
11	A place for everything (everyone) and everything (everyone) in its (her/his) place’.	
12	It will also minimise the need for using penalties.	
13	In business work can be performed more efficiently if it is divided into specialised tasks; each performed by a specialist or trained employee	
14	Each group of activities having the same objective must have one head and one plan.	
15	Panchayats in our country have been given more powers to decide and spend funds granted to them by the government for the welfare of villages.	
16	All the employees in organization should follow chain of authority and communication	
17	A good company should have an employee suggestion system whereby initiative/suggestions which result in substantial cost/time reduction should be rewarded	
18	Managers require authority commensurate with their responsibility.	
19	There should be no discrimination against anyone on account of sex, religion, language, caste, belief or nationality etc.	
20	The interests of an organization should take priority over the interests of any one individual employee	
21	Workers and management both honour their commitments without any prejudice towards one another.	
22	Employees should be given reasonable time to show results	
23	In an emergency it can be possible that a worker can contact CEO directly	
24	If this principle is violated “authority is undermined, discipline is in jeopardy, order disturbed and stability threatened”.	
25	A manager should replace ‘I’ with ‘We’ in all his conversations with workers to foster team spirit	
26	Manager should not fall into temptation of misusing her/his powers for individual/family benefit at the cost of larger general interest of the workers/ company.	
27	Dual subordination should be avoided.	
28	Salary paid to employees should be fair, just and equitable.	