

Contingency Approach to Management

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Abstract

The objective of the current study was to evaluate and analyse the effect of “A contingency approach in management. Contingency, is a comparatively new methodology to acquire more management knowledge. The contingency approach is pragmatic. It avoids vague judgments and broadens the horizons of practicing managers. It allows them to become more alert and adaptive to environmental factors while choosing their techniques and styles. Management is guiding tool for the better development, maintenance, and allocation of resources to attain structural goals in a planned timeframe. *Contingency factor involved in Management:* -The contingency factors that affect planning include a manager's level in the organization; the degree of environmental uncertainty; and the length of future commitments. *Contingency theory* is designed to provide the ability to look at several feasible solutions

Keywords: Planning of resources & human resources, leading & controlling, Functional area of management department

1. Introduction

Management is a central need of life, and it tends to be time, funds; regardless of whether we handle scrap, we can construct a model for society, for instance, we go to McDonald's, obviously not for good nutritious food, remain there in a line for shoddy nourishment in particular. Furthermore, that word Junk put them on the map worldwide, and that was indeed arranging and executing a thought and made this word positive for everyone.

The word management has derived from the English verb "manage" comes from the Italian maneggiare (to handle, especially tools or a horse), which derives from the two Latin words manus (hand) and agree (to act).hence management is the coordination and organization of errands to accomplish an objective. Such organization exercises incorporate setting the association's methodology and planning the endeavors of staff to achieve these goals through the use of accessible assets.

The Faculty of Management Studies emphasizes on management training further than just business management. It helps us to comprehend our thoughts to disciple of getting things done. As planning and execution is needed everywhere we must know how to make right strategy, as all the operations are linked with the process of shaping the plan. If the proposed planning & its backup planning is sync with the realities of the market place, competition and the workforce and the fundamental building blocks are in place to identify the need of the time and to identify the current resources, we are on a right track of managing, integrating and linking up capabilities and leadership management.

The process has based on four key functional areas of the organization: planning, organizing, leading and controlling—Management Studies emphasize management education more than just professional management. The commitment is to teach leadership with an unfathomable understanding of business management. The approach to pedagogy consists of fieldwork, case studies, and instrumented feedback with a strong emphasis on concepts and theory.

Why we always talk about planning in an organization. Does it benefit the industry to nurture progressively? Here as per the study, only planning cannot help any business to excel or surpass hindrances; we need an additional method to come out of all the challenges, and Contingency planning is one of them. Let us understand this term in a more descriptive manner, which will answer all our do's and don'ts

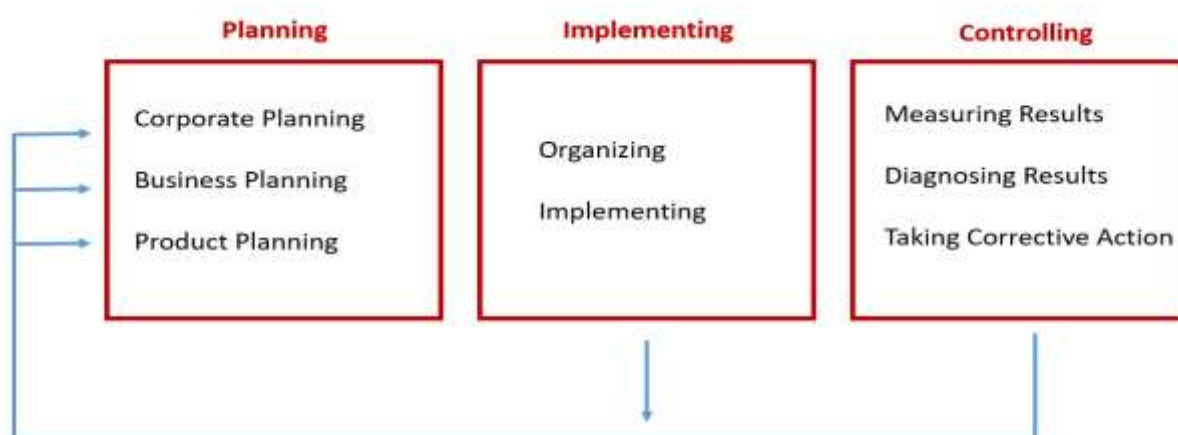
Why we apply (Contingency Plan) to business?

A business is affected by the changes, and in extreme cases, an inadequate response to such events would lead to the company's downfall. Learn about strategic planning, why we use it, and how to execute it at the workplace.

Importance of Contingency Planning

- ✓ Any emergency that might impact the organization must be included in a comprehensive contingency plan.
- ✓ Here are some particular aspects to consider the business model
- ✓ Hurricanes, fires, earthquakes, and pandemics are the major examples of natural calamities.
- ✓ Threats to employees or customers, on-the-job casualties, and worksite accidents are all elements of crises.
- ✓ Personnel complications, such as a top manager's death or a strike among union members
- ✓ Data loss, such as that caused by a computer virus, is one of the most common types of data loss.

2. Management – The discipline of executing a plan



It should be clear at this point that execution is not a program unite onto the association. Execution should start with the senior leaders. To formulate and demonstrate the correct arranging, we need to persuade the way of life and convictions of authoritative construction.

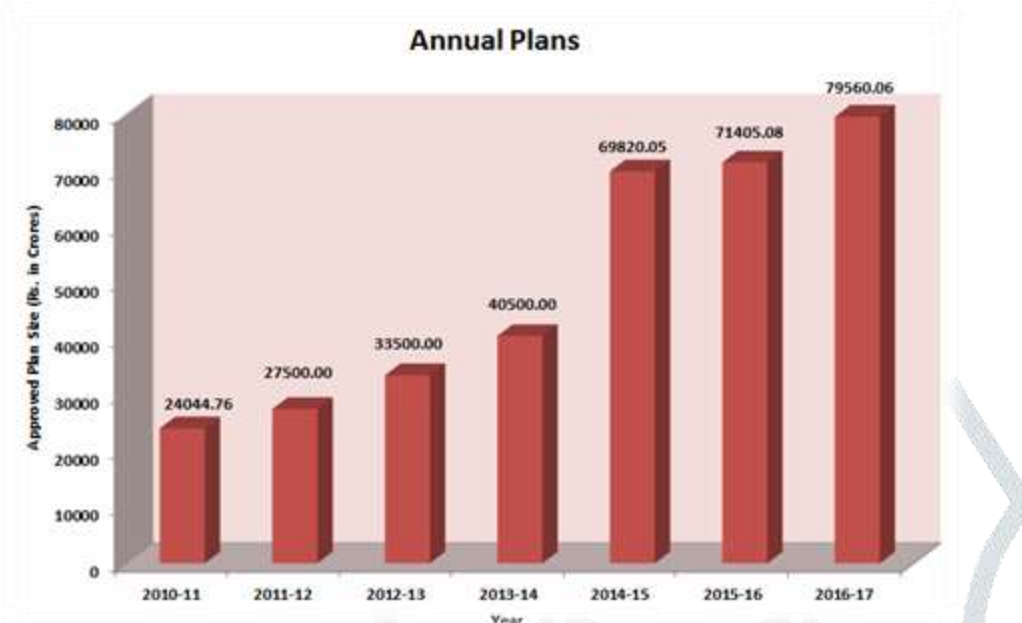
The executives assist with viewing the scholarly test as a chance instead of enthusiastic exertion puts forth keen attempts for an out and out result.

Many people in this day and age miss acknowledging demands positively; they realize someplace that something is missing, maybe the arranging. However, they seldom secure the hidden exercises, as execution has yet been perceived or educated as a supporter.

2.1 Planning

Planning is the part of the executive's management that incorporates setting goals and deciding a strategy for accomplishing those destinations. Arranging requires to estimate future conditions.

Discipline of planning is must, to see as a long term project, we need to understand the most important step i.e. *Planning* .For better planning we need to aggregate risk bottom up . Here our management learnings can help us to show our leadership qualities for an effective, integrated process. If the management don't have clear articulation of their strategies that cannot be translated into a real theoretical program therefore planning to create a strategical map is an analytic, structured process that management & resource department can create maps and structured planning exercise with mutual respect.



2.2 Implementing

A successful plan can only work if we implement the plan with actual observation.

We all are team players, it is like setting a game plan, and so before we implement or execute any plan, we must understand the ethics of the respective industry and how much we have to contribute with our market & theoretical experience. Before we play our ethical cards, we must point outcross a line of personal and industry standards. As we all know, we simply cannot walk out of the challenges.

An example of Implementation is a manager imposing an innovative set of procedures. The classification of the implement is an instrument to use to perform a better job. Management skills are Leading Implementation, and it includes the following leadership skills: Coaching and Mentoring, Client Focus, Delegation, Efficiency, Observing Performance, Planning, and Organizing. Management leaders should able to interpret strategy and ideas into execution.

2.2.1 Steps to implement a strategic plan

Connect and support. CEOs must initiate with the vibrant message and with its objectives & must be motivated by the company's values and vision.

Drive accountability. The CEO must create goals and then share those goals with the rest of the company to implement an innovative set of procedure & build a flawless application.

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- ✓ Be action-oriented.



Track progress

In the above given image we can clearly see the implementation of the plan to contemplate the milestone of the organization.

2.2.2 What are the major barriers in implementing a policy of Implementation a plan ?

Implementation challenges can refer as “implementation barricades.

- ✓ It can be rooted in a variety of causes, such as:-
- ✓ Counting opposition from key stakeholders,
- ✓ Insufficient human or financial resources,
- ✓ Absence of clarity on operational guidelines
- ✓ Roles and responsibilities for implementation,
- ✓ Conflicts with others

2.2.3 What are the problems of implementation?

- ✓ Uneven expectations.
- ✓ Data Integrity.
- ✓ Lack of coordination among your project team.
- ✓ Lack of transparency about the project among employees.
- ✓ Lack of backing from the vendor.
- ✓ Inadequate software teaching & training tools.
- ✓ Deteriorating efficiency

2.3 Controlling

Controlling the management functions is one of the most important to ensure that all the actions are progressing as per the management team. The control process that all staff must implement involves several steps to play a significant role in ineffective management.

Controlling can be well-defined as the function of management, which supports pursuing a planned result from the assistants, managers, and all ranks of an organization. The controlling job is to measure the progress towards the organizational objectives & goals.

Controlling consists of five steps:

- ✓ established standards of an organization
- ✓ measure & rate performance time to time
- ✓ match performance to standards,
- ✓ control the reasons for deviations

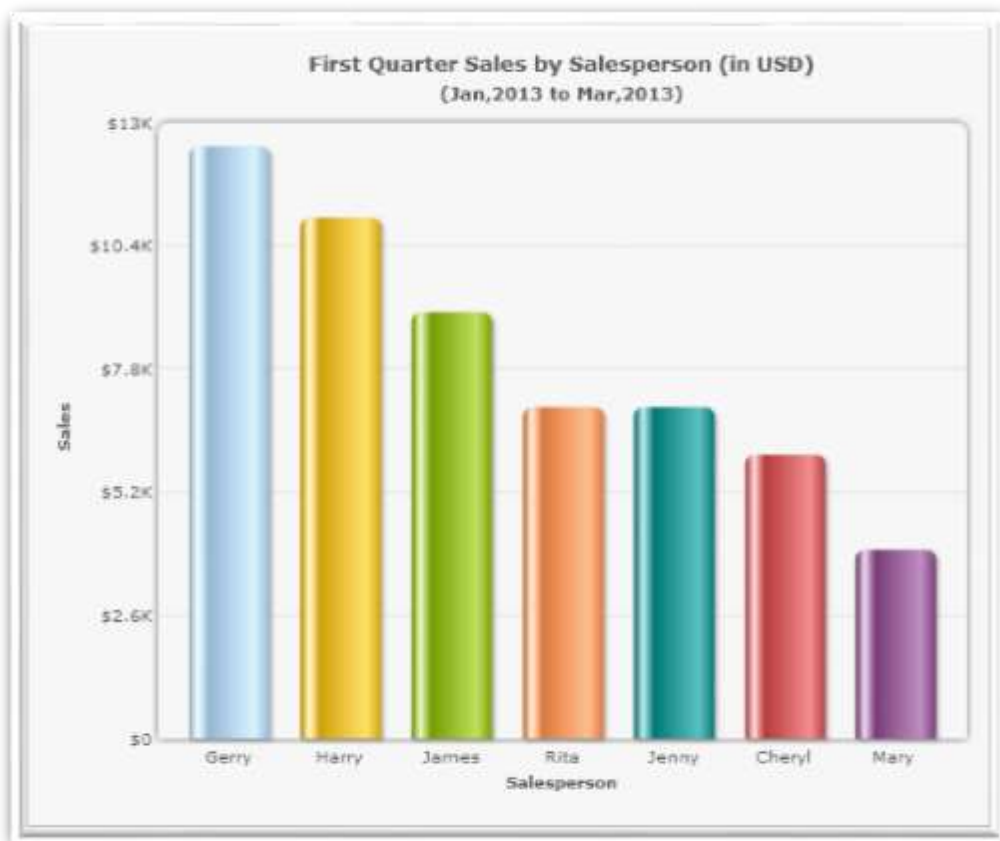
- ✓ Take essential action as & when required

Thus, the monitoring function helps to measure development towards organizational objectives and provides any deviation and helps to designate the role.

2.3.1 What are the 3 steps in the control process in Management?

The process of control involves three steps i.e.-

- (i) setting up standards of an organization
- (ii) performance appraisal as per skillset
- (iii) Correct measures



2.3.1 Why controlling is important in management?

Control management is essential for Management to check errors to implement corrective action.

- ✓ minimizing unconventionality from standards,
- ✓ keeps project management on track
- ✓ framework in place,
- ✓ company prospective is to hit its goals.

The control process consists of the following basic elements and steps:

- ✓ establishing goals and standards of management
- ✓ calculating actual performance against goals and standards
- ✓ take action with required plan

The purpose of the control function is to ensure that the organization is progressing toward its stated objectives.

3.1 Management helps to build a right attitude

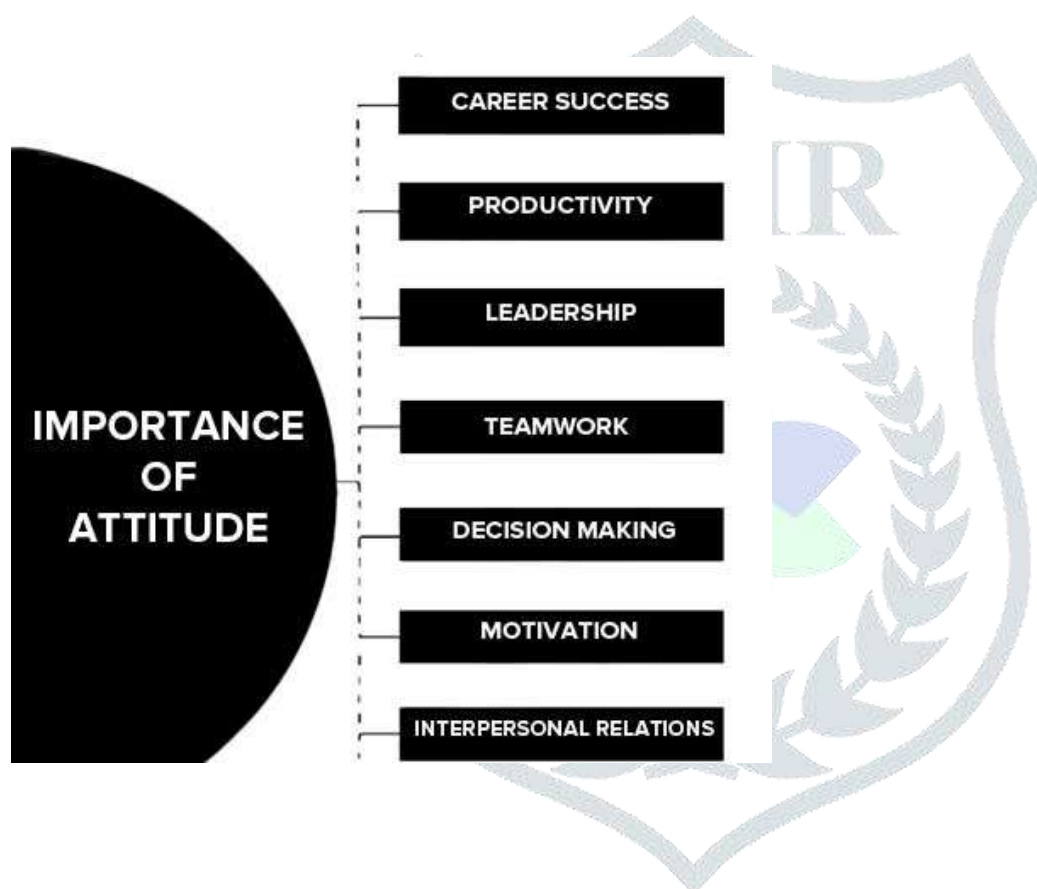
The attitude management helps us to develop the right attitude to start and to look both side of the situation and identify an opportunity with the camouflage environment:-

The right is twofold:

- *First your side with the management and see policy decision from their point of view.*
- *Your devotion & attention span to become a successful player.*

The right attitude means giving it your best shot, not just today but every day and in addition to this right attitude means going extra miles and making smart efforts for the growth of the management with your personal growth.

3.11 The right attitude as a developing standards



The right attitude is developing standandards and sticking to them .Being sure of your bottom line & knowing when to make a stand . The right attitude in management is being aware that you have enomorous skillset to exercise management i.e. consideration management , manipulative management, obsevant management .

The right attitude is being quick but accutae with your skillset to become sucessful in management.

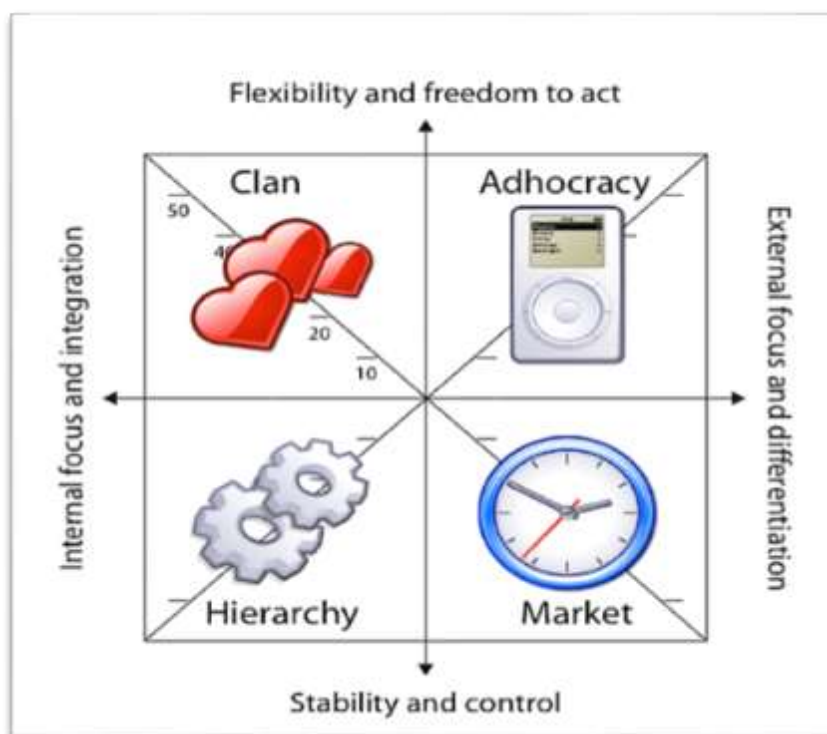
3.1.2 Learn the management culture

Management culture is a set of leadership standards and practices that arise from the history and leadership. Management culture may consist of and expectations associated with measurement, quality, innovation, expenditure, lessons learned from failure, and management style.

Culture is always driven by management so bear in mind that to excel you have to fit in the culture. Fitting means you are being able to follow the decorum to discuss your plans with management. However with due course of time you can initiate required transformation as per your equation with the management as positive change is always admired by leaders. You don't have to buy into the management culture but you simply have to believe in it to fit in.

3.1.3 Types of Management Culture

- ✓ Clan Culture.
- ✓ Adhocracy Culture.
- ✓ Market Culture.
- ✓ Hierarchy Culture.



- ❖ A clan culture is people-focused in the sense that the company feels like one big happy family. This is a highly collaborative work environment where every individual is valued and communication is a top priority.
- ❖ The Adhocracy Culture: This culture is based on energy and creativity. Employees are encouraged to take risks, and leaders are seen as innovators or entrepreneurs. The organization is held together by experimentation, with an emphasis on individual ingenuity and freedom.
- ❖ A market culture is a type of corporate culture that emphasizes competitiveness not only between the organization and its market competitors but also between employees. The market model is the most aggressive and capitalistic of the four common corporate culture models.

- ❖ An organizational culture that focuses on the development and maintenance of stable organizational rules, structures, and processes, by implementing a hierarchical system of power and management.

Conclsion :

The management department helps achieve Group Goals - It masterminds the variables of creation, gathers and coordinates the assets, powerfully incorporates the assets to accomplish objectives. It coordinates collective endeavors towards the accomplishment of pre-decided objectives. One exceptionally fundamental board goal is to guarantee appropriate coordination and cooperation between the different divisions and HR inside an association. The point is to amplify the relative multitude of assets inside an association to create an ideal outcome.

The Resources are widely accessible whether it is a human resource or natural asset, be that as it may, these are not using them fittingly, it cannot give proper outcomes. Hence, management must assess with the necessary method and sufficient range of abilities.

What are contingency factors?

- ✓ The contingency factor relates to anything that cannot be accurately predicted or forecast in the future. A contingency is the unexpected or something that is outside of your control. Preparing for a contingency factor is crucial for small and large businesses alike.

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