

# Engineering Economics & Management

## Managing People & Organizations

4<sup>th</sup> April 16

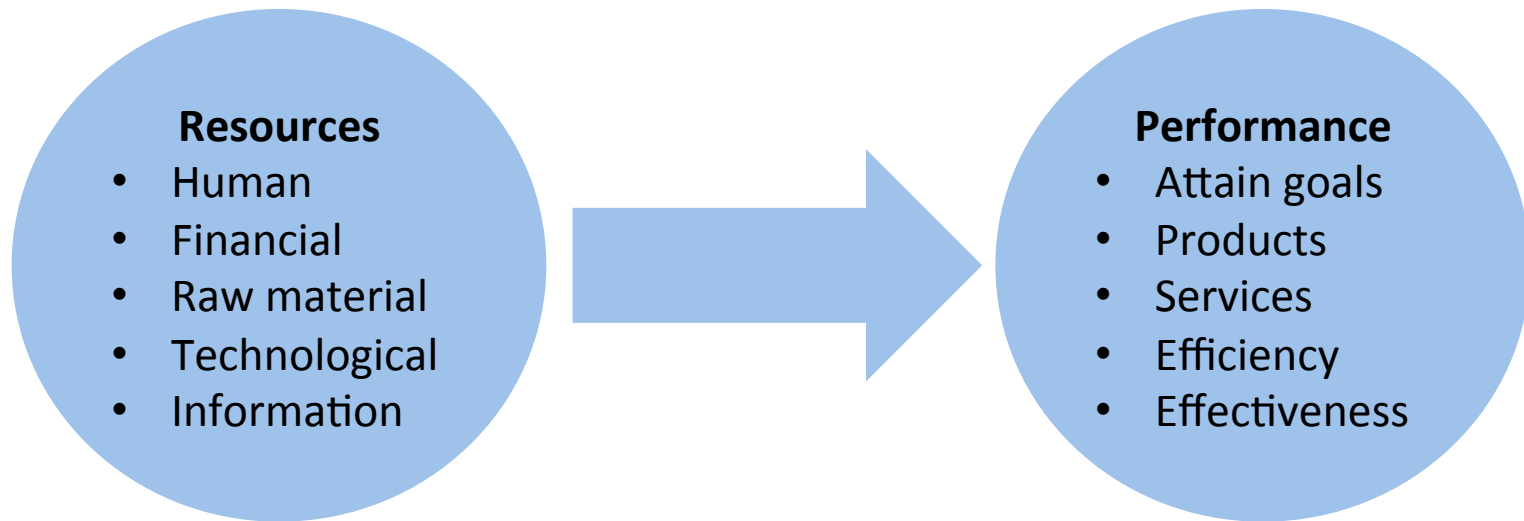
# Nature of Organization & Management

4<sup>th</sup> Apr 16

# Organizations

4<sup>th</sup> Apr 16

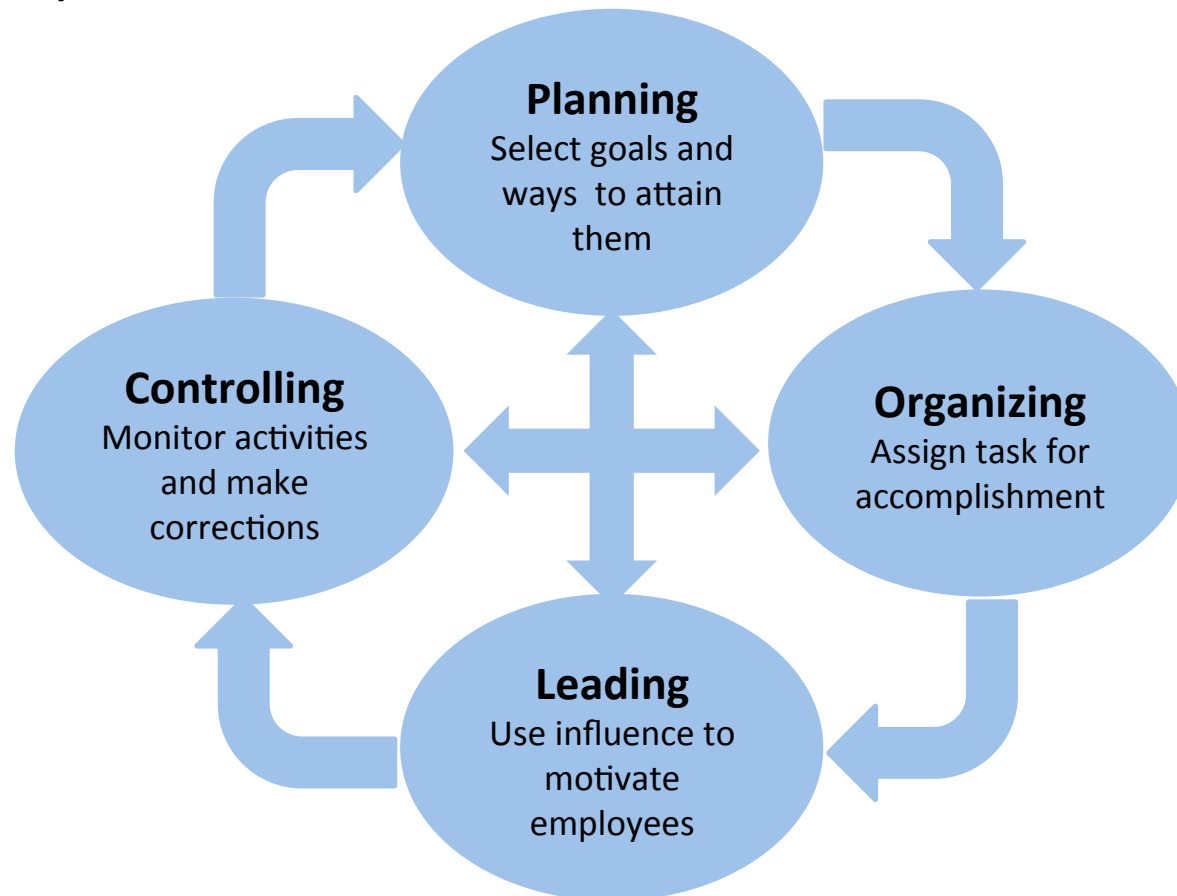
- An organization is a social entity that is goal directed and deliberately structured.



# Four Functions of Management

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- An organization is a social entity that is goal directed and deliberately structured.



# Definitions

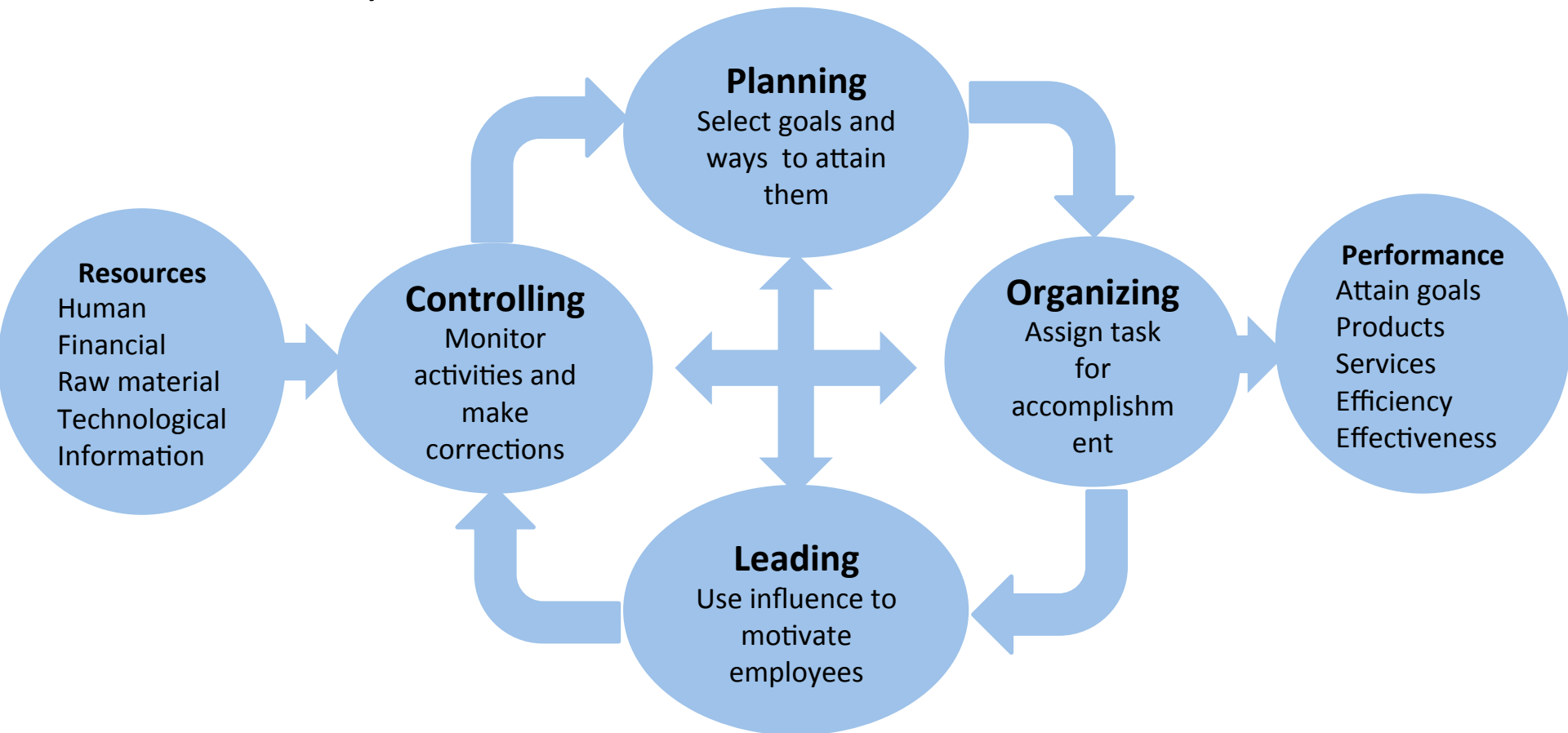
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- **Planning**
  - The management function concerned with defining goals for future organizational performance.
- **Organizing**
  - The management function concerned with assigning tasks into departments and allocating resources to departments
- **Leading**
  - The management function that involves the use of influence to motivate employees to achieve the organization's goals
- **Controlling**
  - The management function concerned with monitoring employees activities, keeping organization on track towards its goals and making corrections as needed.

# The Process of Management

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- An organization is a social entity that is goal directed and deliberately structured.



# Management and the new workplace

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|   | The New Workplace  | The Old Workplace                            |
|---|--|--|
| Characteristics<br>Resources<br>Work<br>Workers                               | Bits-info<br>Flex, virtual<br>Empowered employees                            | Physical assets<br>Dependable employees      |
| Forces on Organizations<br>Technology<br>Markets, Workforce<br>Values, Events | Digital e-business<br>Global, including internet<br>Diverse<br>Change, speed | Mechanical<br>Local<br>Predictable           |
| Management Competencies<br>Leadership<br>Focus<br>Relationships               | Connection to customers<br>Team collaboration<br>Experimentation             | Profits<br>Efficient performance<br>conflict |

# Thankyou

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