

Chapter 01: Introducing Management

1. What are the challenges of working in the new economy?

- Work in the new economy is increasingly knowledge based, and intellectual capital is the foundation of organizational performance.
- Organizations must value the talents of a workforce whose members are increasingly diverse with respect to gender, age, race and ethnicity, able-bodiedness, and lifestyles.
- The forces of globalization are bringing increased interdependencies among nations and economies, as customer markets and resource flows create intense business competition.
- Ever-present developments in information technology are reshaping organizations, changing the nature of work, and increasing the value of knowledge workers.
- Society has high expectations for organizations and their members to perform with commitment to high ethical standards and in socially responsible ways.
- Careers in the new economy require great personal initiative to build and maintain skill “portfolios” that are always up-to-date and valuable in a free agent economy.

2. What are organizations like in the new workplace?

- Organizations are collections of people working together to achieve a common purpose.
- As open systems, organizations interact with their environments in the process of transforming resource inputs into product and service outputs.
- Productivity is a measure of the quantity and quality of work performance, with resource costs taken into account.
- High-performing organizations achieve both performance effectiveness in terms of goal accomplishment, and performance efficiency in terms of resource utilization.

3. Who are the managers and what do they do?

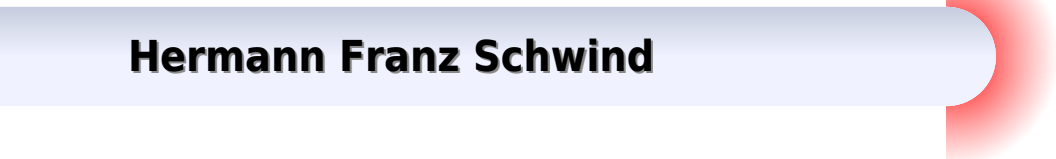
- Managers directly support and facilitate the work efforts of other people in organizations.
- Top managers scan the environment, create strategies, and emphasize long-term goals; middle managers coordinate activities in large departments or divisions; team leaders and supervisors support performance of front-line workers at the team or work-unit level.
- Functional managers work in specific areas such as finance or marketing; general managers are responsible for larger multifunctional units; administrators are managers in public or nonprofit organizations.
- The upside-down pyramid view of organizations shows operating workers at the top, serving customer needs while being supported from below by various levels of management.
- The changing nature of managerial work emphasizes being good at “coaching” and “supporting” others, rather than simply “directing” and “order-giving.”

4. What is the management process?

- The management process consists of the four functions of planning, organizing, leading, and controlling.
- Planning sets the direction; organizing assembles the human and material resources; leading provides the enthusiasm and direction; controlling ensures results.

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Announcement ,1913 **Announcement** Columbia University. Summer Session, 1922 *Personnel Management Abstracts* ,1993 Canadian Human Resource Management Hermann Franz Schwind, 1999 **Management** Stephen P. Robbins, Robin Stuart-Kotze, Mary Coulter, 2000 Appropriate for introductory management courses in Canadian colleges and universities Written in an accessible conversational style Management takes a global approach to the subject Profiles Canadian managers contains Canadian examples and cases throughout New topics have been added to this edition including information technology the greening of management project management broadbanding compensation visionary leadership trust ISO 9000 learning organizations core competencies autonomous internal units skill based pay plans team leadership and customer driven operations This edition continues to offer outstanding pedagogy with the addition of a Testing Testing feature that tests student comprehension throughout the text rather than simply at the end of each chapter The Thinking Critically About Ethics feature highlights ethical issues throughout each chapter In addition the overall book length has been reduced by condensing and streamlining the text material *Columbia University Bulletin* Columbia University, 1925

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Service,1928 Organizational Behavior Mary Uhl-Bien,John R. Schermerhorn, Jr.,Richard N. Osborn,2013-10-22 The e book OB text introducing students to key concepts in the field The thirteenth edition of Organizational Behavior is written to engage and teach readers about the subject The book presents organizational behavior in the workplace and for life The first chapter introduces the subject and the text then proceeds to cover a range of topics including leadership teamwork individual performance organizational cultures and the role of communication

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