



**COURSE CODE:** BUS 221  
**COURSE TITLE:** PRINCIPLES OF MANAGEMENT II  
**CREDIT UNIT:** 3  
**COURSE DURATION:** 3 HOURS PER WEEK

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### **GENERAL OVERVIEW OF THE LECTURE**

The Principles of management II a continuation of Principles of Management I is geared towards exposing students to understanding managerial manpower with appropriate knowledge and skills required for bringing out the best in the people of an organization. It aims to bring out the right aptitude to handle the ever growing and changing business environment. It will also facilitate the education and training of managers at the undergraduate, postgraduate, post experience and professional levels.

### **LEARNING OUTCOMES**

At the end of the topic, students should be able to

- i. Develop and improve their understanding of business problems and perform management function in the globalized world.
- ii. Understand, analyze and synthesize the conceptual tools needed for the management of work.
- iii. Analytical skills and the ability to develop simplified frameworks for studying the real world.
- iv. Integrate the best practices in the modern world, for example, Information Technology, into the teaching and practice of business.
- v. Provide appropriate foundation of knowledge in business administration and related disciplines that will equip them for practical application and academic excellence.
- vi. Equip students with appropriate tools of analysis to tackle issues and problems of business management globally with particular reference to Nigeria.
- vii. To arouse the curiosity of the student for innovative or creative management
- viii. Develop in students, through the study of business administration, a range of transferable skills that will be of value in employment and self-employment.
- ix. Encourage the student to acquire a firm and sound foundation for effective participation in society of man in general and Nigeria in particular.

## **LECTURE ONE**

### **TOPIC: CONCEPTIONS OF MANAGEMENT**

#### **Expected outcome**

At the end of the topic, students should be able to explain the various conceptions and principles of management as;

1. The art and Science of management
2. Management-A Universal Process
3. How to Identify Management
4. Need for Principles of Management
5. Development of Management Thought
6. Modern Concept of Management
7. Trends in Management
8. Importance of Management
9. Functions of Management
10. Emergency Challenges for Management

Management is the organization and coordination of the activities of a business in order to attain defined objectives and it includes both marketing and innovation...Peter Drucker (1909-2005).Management also consists of interlocking functions of creating corporate policy through POSCORB.

Conception of management means the process of forming an idea of what the application is all about. There are different conceptions of management because scholars tend to define management from various perspectives based on their perceptions, relevance and application or field of study.

#### **Management as an Art**

- a. The knowledge should be learned and practiced, just as medical or legal practitioners practice their respective sciences.
- b. The manager gains experience by continuous application of management knowledge and facing new experiences. This helps to develop more skills and abilities for translating knowledge into practice.

- c. Application calls for innovativeness and creativity.
- d. The fourth reason is that in many situations, theoretical knowledge of management may not be adequate or relevant for solving the problem. It may be because of complexity or unique nature of the problem.

### **Management as a Science**

- i. Its principles, generalizations and concepts are **systematic**. In this case the manager can manage the situation or organization in a systematic and scientific manner.
- ii. Its principles, generalizations and concepts are formulated on the basis of **observation, research, analysis and experimentation**, as is the case with the principles of other sciences.
- iii. Like other sciences, management principles are also based on **relationship of cause and effect**. It states that same cause under similar circumstance will produce same effect. Suppose if workers are paid more (cause), they produce more (effect).
- iv. Management principles are **codified** and systematic, and can be transferred from one to another and can be taught.
- v. Management principles are **universally applicable** to all types of organizations

### **Management-A Universal Process**

Suitable environment is usually desirable in order to apply the principles of management and it manifests in the Universality of Management. Universality of management borders on its skills and knowledge applicability and transferability across various industries...this can benefit both private and public organizations.

### **Need for Principles**

1. Purpose and objectivity must exist
2. Harmony of events or action
3. Management is people oriented

4. Management and practice need for effectiveness
5. Knowledge and practice need for effectiveness
6. Managers are not necessarily owners
7. Management not synonymous with the computer

### **Need for Principles of Management**

- Proper understanding of management
- To achieve social objectives and goals
- Efficiency in decision making and use of marketing
- For research purposes
- Development of management thought

### **Development of Management thought**

The management thinkers have been contributing to management thought and have been defining structures, systems and relationships in terms of power, authority, leadership, accountability and responsibility thereby shaping and reshaping organizations for centuries. When we look back through history, we can trace the stories of people working together in formal organizations such as the Greek and Roman armies, the Roman Catholic Church and many more like them. Work has also been done on how to make organizations efficient and effective, long before terms such as “management” came into common usage.

### **Modern concept of management**

The 17<sup>th</sup> and 18<sup>th</sup> Century Industrial Revolution made management a separate field during the 19<sup>th</sup> century considering because of the issues of labour efficiency and wage payment system(Robbins and Denzo, 2001).

### **Trends in Management**

- ▶ Trends in management refers to movement of management thought to specific direction...(Fantan,2003)
- ▶ These Trends consists of the Classical and Neo-Classical Theorists

## **Functions of Management**

1. Leading
2. Staffing
3. Organizing
4. Controlling
5. Planning

▶ .....POSDCORB

## **Emergency challenges for management**

1. Change management
2. Cultural sensitivity
3. Organizational design
4. Human resources management
5. Empowerment
6. Social responsibility
7. Quality
8. Technology
9. Learning organization
10. Change
11. Globalization

## **Summary/Conclusions**

The full grasp of business environment, functions, applications and Nigeria business environmental challenges and values would have been exposed to students with better understanding and approach to real business situations in Nigeria.

## **Interactions and Questions**

Conceptualizing and domesticating indigenization in Nigeria.

Management problems

Universality and Transferability of Management

Recent development in Management Principles

Comparing and contrasting theories of management(X and Y, McGregor etc ) and its managerial implication

Differences in Trait and Transactional theories

Control and control processes

The basics about motivational(Hertzberg , Hygiene theories etc)

### **Readings/References**

Umoru, V.A. (2010). Principles of Management. Auchi: Prosper Prints Publisher Ltd.

Ugbomhe, O.U.(2014). Introductions to the Principles of Management, vol.1.Auchi: Best way prints.

Okei, J.O.(2016). Introductions to Business. Delta State University, Abraka: University Printing Press

Chiyem, R.I. and Chiyem .O. (2011). Production Management: Principles and Concepts. Asaba: Pee Jen Publications