

BENEFITS OF MANAGEMENT RESEARCH TO INDUSTRIES

Dr. Sunil Joshi,
Associate Professor,
Bhonsala Military College,
Nashik.India,

ABSTRACT

Management is important element of Industry. The growth rate of country depends on industrial growth rate. Achievement of economic objective depends on progress of industrial sector. The research in management will help to develop the industrial sector. The problem of industries can be solved with research in management. Let us find out new and innovative ways to manage men, money and machine. It is need of the time. The Management scientist F.W. Taylor, Henry Fayol, Henry Gantt and Gilberth are the contributors towards industrial development.

The problems of industrial sector can be solved with help of research in management. The sick unit can be healthy by way of research in new market area and arrangement of innovative financial resources. The industrial unrest can be solved with help of good industrial relations by way of research in relationship management.

Lest us salute to all those who contributed in National Development and welcome to the young researchers for research in Management.

Keywords: research, management, industry.

INTRODUCTION:

Research is exploring new knowledge in particular field. It is based on scientific study, observation and appropriate methodology. It is defining problem in particulars area and searching appropriate solution for it. Management is key aspect of industries. Professional management is expected in present era of complex environment. Exploring new ways of managing men, machine and money can be possible with management research.

OBJECTIVES:

- The objectives of the paper are
- Highlighting the conceptual aspect
- Contribution of Management Research in Industries.
- Contemporary issues in industries.
- Expectations from management.

CONCEPT:**4.1 MANAGEMENT:**

- A) To manage is to forecast, to plan to organize to command, to co-ordinate and to control. - Henry Fayol
- B) Management is social process entailing responsibility for the effective and economical planning and regulation of the operations of an enterprise in the fulfillment of a given purpose or task such responsibility involving judgment and decision in determining plan and the development of procedure to assist control of performance and progress against plan the guidance integration motivation and supervision of the personnel composing in the enterprise and carrying out its operations. *Brech.* Management is the development of people and not the direction of things – *Appley L.* Managing is defined as the creation and maintenance of an internal environment in an enterprise where individuals working together in group can perform effectively and efficiently towards the attainment of group goods. - *Konntz and O'Donnell*
- C) Management is an art of getting things done through other people *J. C. Hayes*
- D) Management is basically a task of planning co-ordinating motivating and controlling the efforts of other towards a specific objective.

4.2 RESEARCH:

- 1) A careful critical inquiry or examination in seeking facts or principles diligent investigation in order to ascertain something.
- 2) It is defining and re-defining problems, formulating hypothesis or suggested solutions collecting organizing and evaluation data making deductions and reaching conclusion and at least carefully testing it to determine whether they fit the formulating hypothesis.
- 3) It refers to the systematic method consisting of enunciating the problem, formulating a hypothesis collecting the facts or data, analyzing the facts and reaching certain conclusions either in the forms of solutions towards the concerned problem or in certain generalization for some theoretical formulations.

4.3.1 INDUSTRY:

- a) Industry means any business, trade, undertaking, manufacture or calling of employees and includes any calling service employment, handicraft or industrial occupation or a vocation of workmen.
- b) Industry means any systematic activity carried on by Co-operation between an employer and his workmen (whether such workman are employed by such employer directly or by a through any agency, including a contractor) for the production supply or distribution and goods or services with a view to satisfy human wants or wishes (not being wants or wishes which are merely spiritual or religious in nature whether or not.
- i) Any capital that has been invested for the purpose of carrying on such activity or
- ii) Such activity is carried on with a motive to make any gain or profit and includes.
- a) Any activity of the dock labour board established under section 5A and the Dock Workers (Regulation of Employment) Act 1948.
- b) Any activity relating to the promotion of sales or business or both carried on by an establishment. But does not includes.
- 1. Any agricultural operation except where such agricultural operation is carried on in an integrated manner with an other activity (being any such activity as is referred to in the foregoing provision of this clause) and such other activities is the predominant.
- 2. Hospitals or dispensaries.
- 3. Educational, Scientific, research and training institution.
- 4. Institution owned or managed and organization, wholly or substantially engaged in any charitable social or philanthropic service.
- 5. Khadi or village industries.
- 6. Any activity of the Government relatable to the sovereign functions of the Government including all the activity carried on by the department of the central Government dealing with research, atomic energy and space.
- 7. Any domestic service
- 8. Any activity, being a profession practiced by an individual or body of individuals. If the number of person employed by the individual or body of individual in relation to such profession is less then ten.
- 9. Any activity being an activity carried on by a cooperative society or a club or any other like body of individual, if the number of persons employed by the cooperative society, club or other like body by individual in relation to such activity is less then ten.

Source: Industrial Dispute Act 1947Amendment- 1982

The industries are classified as genetic industries extractive manufacturing constructive primary and service sector industries.

5) DEPENDENCY OF INDUSTRIAL SECTOR ON MANAGEMENT:

Industrial sector is very important sector of our economy. Generation of employment opportunity depends on this sector. The progress in sector is a driven force for development of a country. Since our country is agro economic country there is higher scope of development of agro based industries.

The management plays very important role in any form of organization. One of the most important activities is managing the operation of organization. It applies to all levels of organization. It is concerned with planning the activities organizing men money and machines staffing the able employees leading the group for success controlling all the activities and co-ordinating the efforts towards mission.

6) CONTRIBUTION OF MANAGEMENT RESEARCH:

- A. The concept of scientific management was introduced by Frederick Winslow Taylor (1856-1915) He is regarded as father of scientific management. The study was associated with Midvale steel company. It is revolution in the application of management.
- B. A principle in organization of industries was set by Henry Fayol in 1916. He is regarded as Father of administrative management. The principle of management put forth by him is popularly known as Foyol's Principles of Management. The Principle's can be list down as follows.

- | | |
|-----------------------|---------------------------------|
| 1) Division of work | 2) Authority and responsibility |
| 2) Discipline | 4) Unity of Command |
| 5) Unity of Direction | 6) Subordination. |
| 7) Fair Remuneration | 8) Centralization. |
| 9) Scalar Chain | 10) Order |
| 11) Equity | 12) Stability of Tenure |
| 13) Initiative | 14) Espirit – De-Corps. |

- A. Contribution towards wage plan by Henry L Gantt (1861-1919), and Frank Gilberth (1868-1924) introduced the wage plan in organization. It becomes popular in industries. The plan of managerial control of Henry Gantt is very important in management. It is regarded as one of the important social invention of the twentieth century.
- B. The famous study of social attitudes is conducted by Elton Mayo and F.J. Roethlisberger (1933) It is Hawthorne experiments. It shows the influence of social attitudes and relationship of workgroup on performance. William Ouchi put forth several, Japanese Managerial practices adopted in the US environment in 1981. One can mention a exhaustive list of contribution of management industry scientist in industrial field.

7) SCOPE FOR MANAGEMENT RESEARCH:

Let us take a bird's eye view of our industrial sector. It is contribution of large scale, medium scale, and small scale industries. It can be classified into manufacturing sector service sector and trading business. The agro based is very important part of this sector. The industrial sector is suffering form various problems and shortcomings which can be mention as follows.

- 1) Inefficiency of workers or low productivity.
- 2) Resistance to change
- 3) Old technology
- 4) Increased cost of operation.
- 5) Problems of sick unit.
- 6) Problems of Public Sector enterprises.
- 7) High wastages
- 8) Lack of market research
- 9) Inadequate working capital

10) Poor quality control

These are some problem of industrial sector. One can state out many factors by minute study. The problem related to technology can be solved with Indian Institute of Technology (IITs). But the managerial problems can be solved with help of Indian Institute of Management (IIM)

i) Contemporary Issues:

The industrial problems can be solved with help of management research. Following table shows area of research and industrial problems.

(Table No.1) Industrial Problems and Management Research

Industrial Problems		Research Area	
1)	Sick unit		Market Research for sale and Financial Sources
2)	Labour Problems unrest		Cordial industrial relations
3)	Low Productivity		Motivational Aspect and Health Standard Issues.
4)	Public Sector Enterprises		Practicing professional management.
5)	Competition		Search new area / market
6)	Increased cost of operation		Cost Control and cost reduction
7)	Financial Problem		Innovative Financial Sources
8)	Résistance to Change		Change Management.

ii) Industrial Growth Rate:

The industrial growth rate is very important indicator for determination of growth rate of the country. Government of India by way of schemes, policies, packages, provides assistance to industrial sector, still the growth rate never cross the single digit.

The table shows the growth rate during planning period.

(Table No. 2) Industrial Growth Rate in 5 year plans.

Sr. No.	5 Year Plans	Industrial Growth Rate.
1.	1951-56	7.5
2.	1956-61	6.6
3.	1961-66	9.00
4.	1969-74	4.5
5.	1974-78	5.9
6.	1980-85	6.4
7.	1985-90	8.5
8.	1992-97	6.8
9	1997-2002	5.3
10.	2002-0007	8.6
11.	2007-2012 (P)	9.4

(P. Projected)India's Five Year Plan.

WHAT IS NEEDED?

The modern management techniques can provide administrative managerial as well as financial solution to industrial problem. It is need of the our. The researchers must be motivated to study in various problem area of industrial sector. The problem of sickness can be solved with help of market research and innovative financial sources. The problem of disturbed industries relation can be solved with help of research in human resources management. Public sector enterprise are suffering form various problem. The policy of disinvestment is also discussed, criticized by several economist .These is much scope for development of professionalism in the said area. In order to over come the problems of finance one can search new and innovative financial sources for industries.

The industries are economic agents of out economy. The are contributories towards govt. exchequers, international trade and social services. It is life blood of our economy. Achievement of economic objective and prosperity is not possible without industries. Japan has set the excellent example of entrepreneurship. The Ratan Tata, Aditya Birla, Ambani Brothers, Kirloskar, Laxmi Mittal, Rahul Bajaj, Goenka are pillars of Indian Economy. Any body with noble ideas can become dominating businessman is the view expressed by Late Shri. Dhirubai Ambani. This noble idea is nothing but a research.

Keith Davis points out certain values that affect the work. These points are freedom equality security and opportunity. In today's hasty and competitive world these factors are essential .The search is needed in this area so that the value can be introduced maintain and imparted effectively.

Burns and Stalker examined 20 industrial firms in the United Kingdom to find out specific links between environment and organization. The general findings of the Burns and Stalker state that firms in stable environment were mechanistic in structure where as successful firms in dynamics environment tended to the more organic or flexible structures. In changing globalization era where the international business -strategies, policies, and laws are changing the advanced search is required on basis of Burns and Stalker study. The industries are recognized by individuals Tata group is recognized by Ratan Tata, Infosys by Narayan Murthy, and Idea by Aditya Birla and so on. It was the study conducted by Porter and Lawler. The future organizations will be recognized by individuals and they will be highly individualized. The study is applicable in Indian context. The study is needed to point out individuals attitude value qualities and their industries.

The Liberalization privatization and Globalization (LPG)) invites changes in style of working living and thinking. It changes working attitude and behavior of employees and as well as employers. The search conducted by Richard La Piere is important for applicability. Attitudes are related to behavior. They are influenced by situational factors. These situational factors are changing and it must be search and applied to present environment for better results. It is need of the time to modified the model of ERG (Existence, Recognition, and Growth) It is to be modified in terms of RRG, (Retention, Recognition and Growth) The Management BY Objectives (MBO) is the contribution of Mayer, Ivancevich, White, and Kandrak but the search is needed for management by vision and mission (MBVM). Let us salute to all those who contributed in National Development and Welcome the new young researcher for research in management. In India we have Defence Research and Development Organization (D.R.D.O.), National Chemical Laboratory (NCL), one can add so many institutionalized research centers at national level. This is applicable to technology, fertilizers, agriculture etc. The management research is still with academic institution. The research may be at micro level and to specific geographical area. The specialized research universities in management and national research center for management research is necessary to contribute towards management research.

8) REFERENCES:

Datta Ruddar, Sundharam Sultan Chard Publications.

Keith Davis, Human Behavior at Work, Tata McGraw, Hill Book, Company, New Delhi, 1975, P 84

Koontzs Harold, Weilrich Heize, Essential of Management Tata MaGraw Hill Publication.

Kothari C.R., Research Methodology, Method and Techniques new age Publications.

Narayan . P,S Rao V.S. ,Organization Theory and Behavior , Konark Publishers Pvt. Ltd. 1993, P.179

Organization and Management Himalaya Publishing House.

Sherlekar S.A., Sherlekar V.S., Modern Business.

Stomer James. A.F Freeman Edward R- Management.

Taxman. Labour Laws Taxmann Allied Services (P) Ltd.

Weihrich Height, Koonth Harlod, Management A Global Prospective McGraw, Hill Publications