

Management Styles

- ❖ Managers has to perform many roles of in a organization and how they handle various situations will depend on their style of management.
- ❖ A Management style is overall method of leadership used by a Manager

Indian Management style- Decision Making

- ❖ Team decision is followed
- ❖ Decision are reached by the person with the most authority
- ❖ Delays are to be expected, specially when dealing with the Government
- ❖ India is an enormously hierarchical society and this obviously, has an impact on management style, it is imperative that the manager act like a boss
- ❖ Managing people in India requires a level of micro- management which many western business people feel extremely uncomfortable with but, which is likely to bring the best results.

BUSINESS CULTURE

- ❖ The technology, research & development professionals & business managers have more avenue to success. In India “relations” are not the only reason for success.

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MANAGEMENT AUTHORITY

- ❖ Strong project management skills, and continues to invest in initiatives to strengthen middle management capabilities.

STRUCTURAL EMPOWERMENT

- ❖ Cross functional team analyzed individual performance employees for gain some Indian companies are providing it.

LONG TERMINISM

- ❖ The score rate was very in India.

ACCELERATED RESOURCE DEVELOPMENT

- ❖ Identification of potential employees, training & development thus strategy is very low to persuade by Indian companies.

EMPLOYEE WELFARE EMPHASIS

- ❖ The time has been changed now, money is not the only motivator for performing aggressively, so India scored high rank to provide ample scope of enjoying leisure with family health insurance etc.

U. S. Management Style

- ❖ American management style can be described as individualistic in approach
- ❖ Although important decisions might be discussed in open forum
- ❖ The ultimate responsibility of consequences of the decision lies with the Boss.
- ❖ Therefore American managers are most likely to disregard the opinions of subordinates then managers in others, more compromise oriented culture.

U. S. Style _Planning

- ❖ Primarily short term orientation
- ❖ Individual decision making
- ❖ Involvement of few people in making & selling the decision to people with divergent values
- ❖ Decision are initiated at the top and flow down
- ❖ Fast decision making, slow implementation requiring compromise often resulting in suboptimal decision.

U. S. Style – Organizing

- ❖ Individual responsibility & accountability
- ❖ Clarity and specify of decision responsibility
- ❖ Lack of common organization culture, identification with profession rather that with company

U. S. Style –Staffing

- ❖ People hired out of schools & companies frequent company change
- ❖ Rapid advancement highly desired & demanded
- ❖ Loyalty to the profession
- ❖ Appraisal of short-term employees
- ❖ Training & development undertaken with hesitation (Employee man go to another firm)

U. S. Style Controlling

- ❖ Control by superior
- ❖ Control focus on individual performance
- ❖ Fix blame
- ❖ Limited use of quality control circles

Japanese management Style

- ❖ Long term orientation
- ❖ Collective decision making
- ❖ Involvement of many people in preparing and making decision
- ❖ Decision flow from bottom to Top and back.
- ❖ Slow decision-making fast implementation of decision

Japanese – Organizing

- ❖ Collective responsible and accountability
- ❖ Informal organization structure
- ❖ Well known common organization culture & philosophy competitive spirit towards other enterprise

Japanese – Staffing

- ❖ Young people hired out of school, hardly any mobility of people among companies
- ❖ Loyalty to company
- ❖ Appraisal of long term performance
- ❖ Life time employment common in large companies

Japanese –Controlling

- Control by peers (aristocrats)
- Control focus on group performance
- Extensive use of quality control circles