ANALYSIS OF HENRI FAYOL ‘S MANAGEMENT PRINCIPLES IN MODERN SCENARIO IN TAMIL NADU SOUTH REGION

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ABSTRACT:
Government and private organizations need some basic organizational rules and regulations to achieve their objectives. Henri Fayol, 14 Management Principles has been followed by all the organizations from 1950. In the current scenario, Fayol principles need some changes. Hence the study has been analysis the 14 principles with current situations of Political, Technological and environmental changes. Even small scale industries also need the principles for doing work efficiently.

Keywords: espirit de corps – team work, tenure- working place, remuneration – salary and wages. Centralization authority of decision make in one place,

[1] INTRODUCTION
French mining Engineer Henri Fayol is Managing Director of the "Compagnie de Commentary Fourchambeau" Mining Company from 1888 to 1918. He has published a general and Industrial Management book in 1949. In this book, he gives 14 principles to control the organization efficiently. He has been a mining engineer after working on the management work he wrote this book. From 1949 most of the management follows Henri Fayol's principles to manage the organization.
Statement of the problem

Every organization needs a fundamental classical theory of management for daily operations. Father of general management Mr. Henri Fayol contributes general principles to the management in 1949. The present study has been an analysis of the 14 principles of management of how the organization used in the 2020 era. Variety of sectors hastily mounting in Tamil Nadu, hence the study conducted in Tamil Nadu.

The emphasis of concepts:

The present study has been carried out in Tamil Nadu south region cities and towns. the study was conducted to analyses the management principles of division of work, authority and responsibility, unity of command, unity of direction, discipline, the subordination of individual interest to the common good, remuneration of personal, centralization, scalar chain, order, equity, the stability of tenure of personal, initiative and spirit de corps.

The objective of the study

The following are the main objective of the present study.

❖ To identify the ratio of using the management principles.
❖ To examine the challenges in the management principles.
❖ To find out factors influencing the change management principles.

[2] RESEARCH METHODOLOGY

As the population is endless hence adopting the convenient sampling method, the researcher has selected 1500 respondents as the sample for the study area to collect information from each city and towns in Tamil Nadu south regions. The study is in collaboration with primary and secondary data. To collect primary data, the interview schedule with a surveillance approach is the main instrument used in this study. Interview schedules are prepared based on the objectives of the study and finalize after making groundwork consideration with the concern
group. The questions integrated with the interview agenda were pre-test and modified before finalization. The secondary data were collected from Books, Journals, Magazines, and Websites.

**Tools analysis:** Simple percentage analysis used for a better understanding of raw data and charts.

[3] **ANALYSIS OF THE STUDY**

1. **DIVISION OF WORK**

The above charts have been observable that 99% of the industries and institutions have a department-wise classification of works. But regular change workplace of personnel is 64% hence as per the Henri Fayol view of specialization of personnel failed and efficiency of work has been low.

2. **AUTHORITY AND RESPONSIBILITY**
The above chart has been illustrating that 71% of Management has not provided adequate authority to employees to do her jobs and also 66% of the organization gives extra duties and responsibilities to employees. Hence employees empowered to utilize superfluous authority for his performance of duties.

3. DISCIPLINE
Disciple means obedience, in the present scenario most of the employees not obedient to the organizations' rules and regulations. The social groups frame the discipline measures.

4. UNITY OF COMMAND

![Diagram showing unity of command]  
- Only one boss: 23%
- Multiple bosses: 77%

Fayol says the work gets works from only one boss, but nowadays the employees work under the number of bosses.

5. UNITY OF DIRECTION

![Diagram showing unity of direction]  
- Going with one objective: 19%
- Multiple objectives: 81%
Fayol's unity of direction explains that workers working with one plan with one boss, however now the workers working with multiple bosses with multiple plans.

6. SUBORDINATION OF INDIVIDUAL INTEREST TO COMMON GOOD

Every individual employee's objectives must be attached common goal of the organization, it also changes now employees committed with remuneration, not to the organization.

7. REMUNERATION OF PERSONNEL
Fayol principles to give fair wages to employees, however recent times performance-based system increased anyway the common payment plan is to be followed by many organizations.

8. CENTRALIZATION AND DECENTRALIZATION

In the above chart has been clear that most of the organization used both centralization and decentralization authority.

9. SCALAR CHAIN

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The communication system has been changed in recent years most common networks are to be used for communication.

10. ORDER

![ORDER Diagram]

Fayol "right person in the right place and right things in the right place" has been increased the efficiency of work and reduce the time still there was a difficulty in the order of the organizations.

11. EQUITY
Fayol says ever person equal in the eye of management, still, some of the managements follow bias it will reduce the loyalty of employees.

**12. STABILITY OF TENURE OF PERSONNEL**

Stable tenure increases efficiency and increases the productivity of employees but employees have the problem of insecurity of jobs and rotation jobs to make him as unsatisfaction to work.

**13. INITIATIVE**
The initiative is the first step of new things still most of the workers are followers, not innovators and imitators.

14. ESPIRIT DE CORPS

Teamwork essential for the success of organization, but still most people working alone.

[4] RESULT AND DISCUSSION
Every employee needs adopt skills to working all place of the industries and also needs a general understanding about the industries.

Human capital is every imperative to the industry hence the allocation of authority and responsibility is now has been taken by the employees. Discipline will come only by social groups. Employability skills of the students must be increased to work under many bosses and work under many plans.

Technologies play a vital role in the communication hence employees need to adopt the technologies Organization changes the common payment salaries to performance-based salary system will increase the productivities of the organizations.

Management must see the people as per the Fayol every one has been the same in the eye of management. Increase the teamwork skills in the next generation workers

[5] SUMMARY

The finding of the study indicates that the environments have been changed now hence next-generation workers and management need innovation and resource planning developments and also improve the many skills like problem-solving, work under pressers, initiative skills, the participation of planning and accomplish the work and time management.

REFERENCES