

Management

Definition	The process involves managing and controlling things or people within a company or organization, as well as the individuals responsible for managing it.
Role of Management	Businesses aim to maximize resources, efficiency, and customer satisfaction to ensure survival, growth, and profitability, minimizing waste and maximizing results.
Management is not about:	The act of exploiting workers, engaging in power games, or claiming privileges.

Management

Levels of management		
First-line Management (Supervisors)	Direct supervisors, non-managerial employees, are placed at lower management hierarchy levels, often at first-line. Middle managers supervises manage daily activities and interact directly with employees.	
Can	Ensure that targets are met within a business unit or department.	Advise staff on how to do things better and more quickly.
Can't	Discipline, hire or fire staff without permission from seniors.	Make decisions relating to policy, or relating to strategy
Relationship between technical skills and management skills	Low management skills	High Technical skills

Management

Levels of management		
Middle Management	A management level in an organization consists of executives and senior supervisory staff, reporting to top management, and managing subgroups within the firm.	
Known as managers of supervisors	Middle managers are typically responsible for ensuring that workers and supervisors achieve specific instructions or goals from top managers.	Middle managers are responsible for supervising employees, focusing on implementing business strategies rather than detailed work, rather than directing their own employees.



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Management (cont)

Most likely to lose their jobs due to restructuring.	Middle managers utilize lower-level results to achieve goals and motivate others, but they do not necessarily control and organize work.	Middle managers, often referred to as 'paper pushers', are replaced by Information Technology due to high-volume reports from top management, leading to perceived organizational value loss.
Relationship between technical skills and management skills	Medium management skills	Medium technical skills

Management

Levels of management

Top Management (Senior Management)	Top managers, senior managers, or executive managers hold the highest level of management and report directly to the board of directors.	
Responsibilities	Designing an organization strategy and communicate the strategy to the board of directors and the whole organization.	The task involves sourcing operating capital for the organization and creating budgets to track income and expenditures.
	The process involves identifying suitable individuals to enhance the organization's value and effectively communicating performance-related matters to shareholders and other stakeholders.	The role involves building and maintaining relationships with shareholders, adhering to regulations, and upholding the organization's code of conduct.
Relationship between technical skills and management skills	High management skills	Low technical skills



