



**19MEE312**

**PRINCIPLES  
OF  
MANAGEMENT**



## UNIT II PLANNING

### Obstacles in planning

1. **Lack of Environmental Awareness:** manager may not have sufficient knowledge about the organisation to embark on the planning process. Such information includes information on profitability, and more importantly, information on which resources to use for achieving organisational goals.
2. **Lack of organisational Knowledge:** This usually emanates from the manager's who have lack of confidence in their abilities, and have no knowledge about the organisation in terms of goals, sub-units
3. **Resistance to Change:** Changing the organisation's current situation is one of the consequences of planning and some members may resent This tends to reduce the effectiveness of planning.
4. **Time and Expense:** Planning costs money and time, and sometimes sacrifices have to be made. Some members may be unwilling to make such sacrifices, preferring instead to tackle problems as they arise.
5. **Lack of Knowledge of the Benefits from Planning:** If organisational members are not enlightened on the benefits from planning they may not be keen to implement plans.



6. **Lack of Involvement:** If those who are supposed to implement the plans are not involved in the planning, they may not be enough information to enable effective planning.
  
7. **Lack of Managerial Commitment or Support:** it should be borne in mind that top managerial support is instrumental for effective planning since it ensures that all the policy frameworks is set in place and that all the required resources are provided.

## **Reference:**

1. Harold Koontz, and Weihrich, 'Essential of Management' 8th Edition, Tata Mc Graw Hill Education, Delhi, (2010).
2. John R. Schermerhorn, Jr. Management. 12th Edition, John Wiley and Sons, (2012)