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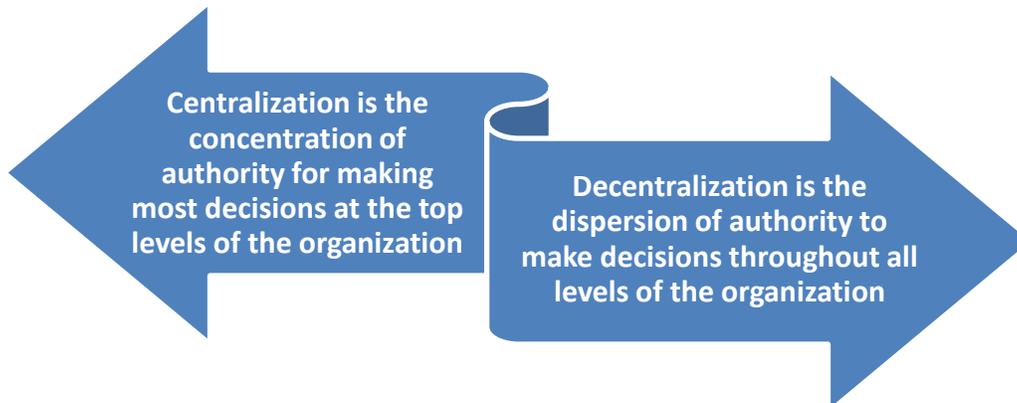
**PRINCIPLES
OF
MANAGEMENT**



UNIT III

ORGANISING

Decentralization with centralization



Decentralization with centralization

- Centralization and decentralization not an “either/or” choice

Organizing trend:

- Delegation, empowerment, and horizontal structures contribute to more decentralization in organizations
- Advances in information technology allow for the retention of centralized control



Reduced use of staff

- Staff positions provide technical expertise for other parts of the organization
- Line and staff managers may disagree over staff authority
 - Advisory authority
 - Functional authority
- No one best solution for dividing line-staff responsibilities

Organizing trend:

- Organizations are reducing staff size
- Organizations are seeking increased operating efficiency by employing fewer staff personnel and smaller staff units

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)