

Principles of Management

Most by Louis A. Allen, some by Frank E. Bird Jr. and some by Willem Top

The principle of definition

A logical and proper decision can be made only when the basic or real problems are first defined.

The principle of the critical few

In any given group of occurrences, a relatively small number will tend to give rise to the largest proportion of results.

Also Pareto's Law, the 20-80 rule

The principle of multiple causes

Accidents and other loss producing events are seldom, if ever, the result of a single cause.

The principle of future characteristics

The past performance of an organization or unit tends to foreshadow its future characteristics.

The principle of point of control

The greatest potential for control tends to exist at the point where the action takes place.

The principle of economic association

A manager will usually pay more attention to statistical or general information when expressed or associated with cost terminology.

The principle of economic priorities

A manager will usually give priority response to items possessing the potential for the greatest proportion of results from the least investment of available resources.

The principle of vested interest

A manager is predominantly interested in those economic considerations affecting his own budget.

The principle of substantial evidence

In the absence of adequate historical information, it can be assumed that a manager will require more substantial evidence of need.

The principle of adequate information

The timeliness of a manager's decision-making is directly related to the adequacy of information he has upon which to act.

The principle of dimensional value

The degree of management attention is directly related to the size of the problem.

The principle of application

The more often a loss control manager communicates a message, the more certain he can be that it is understood and will be retained.

The principle of reporting relationships.

The higher the level to which a loss control manager reports, the more management cooperation he obtains.

The principle of management results

A manager tends to secure most effective results through and with others by performing the management work of planning, organizing, leading and controlling.

The principle of resistance to change

The greater the departure of any planned change from the accepted ways of the past, the greater the potential resistance by the people involved.

The principle of behaviour reinforcement

Any behaviour will sharply increase in probability if it is immediately followed by some event that satisfies a need.

The principle of recognition

Motivation to accomplish results tends to increase as people are given recognition for their contribution to those results.

The principle of participation

Motivation to accomplish results tends to increase as people are given opportunity to participate in matters affecting those results.

The Principle Emotional ownership (1)

The more ownership people have in the way a present situation has developed, the more difficult it is to change.

The Principle Emotional ownership (2)

People tend to be more willing to participate in planned change when they have had an opportunity to participate and influence the process leading to change.

Principle of communication

Motivation to accomplish results tends to increase as people are informed about matters affecting those results.

The principle of meaningful goals

Motivation to accomplish results tends to increase when people have meaningful goals toward which to work.

The principle of delegation

Motivation to accomplish results tends to increase as people are given authority to make decisions affecting those results.

The principle of reciprocated interest

People tend to be motivated to accomplish results you want, to the extent you show interest in the results they want to achieve.

The principle of operating priorities

When called upon to perform both management work and operating work during the same time period, a manager will tend to give first priority to operating work.

The principle of line loss

The effectiveness of a communication tends to vary inversely with its extension.

The principle of emotional appeal

Appeals to emotion are communicated more readily than appeals to reason.

The principle of deviation from normal behaviour

The more a rule or procedure deviates from normal behaviour, the more effort is required - by management - to motivate compliance with the rule of procedure concerned.

The principle of multiple consequences

More often than not will a single cause result in multiple consequences

The principle of shared responsibilities

More often than not are accidents and other unwanted events the result of work done by many people at different levels in the organization and at different times. They all share responsibility for the consequences