# Necessary Management Rules to Build a Company with Fully Equipped Techniques

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**Abstract--**_The fourteen principles by which were discovered by Henri Fayol and its applications has been implemented in start-up business and analyses its implications.  Relating to this of publishing work an extensive review has been done.  This has produced better understanding, modifications and concepts of principles. For suiting of start-up businesses the benefits, importance, strengths as well as weaknesses of these were tested.  For studying in a directional perspective, in Lagos, Nigeria from start-up a data was studied. Based on the literature results that have been obtained from the data, Fayol's principles of controlling are applicable to start-up business which is in existing in organizations._

**Keywords--** _Management, principles, entrepreneur, behaviour._

## I   INTRODUCTION

In this Paper, it is recommended that the Start-up Organizations maintains a particular direction, also reminding the staffs about the organizational goals and objectives, treat them with utmost care make them to understand the importance of the organization. The management takes decision making that are necessary.  To build a company is not easy.  For running a business principles of management area are considered. This paper refers for broad and general guidelines which provide a proposal for conclusion making in an association. Based on  manager's discretion; one manager can be considered for seniority, while another on  principle of merit that decides the promotion structure in an organization, the decision of staffs can be used. Based according to situation management principle deals with human behavior, are being implemented for production. With the change of technology, organizational structure, business strategies, human behavior etc. the operations of business gets affected.  Hence, keeping the changes in mind it is evident that all principles are kept properly (NCERT 2015).

By providing innovative products/services which caters the needs of a targeted market, a start-up business is defined as a newly developed company.  To develop quickly a start-up like any other existing business is a company, can be a minortrade, a corporation, or a big organization.

## II   PROBLEM IDENTIFICATION

To solve the problem of the company is all about for example: like Tata Motors has to sort out the problem of buying a car which the middle class cannot afford.  So the Owner of Tata Motors designed a car that targeted the small middle class family.

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The identification of the problem is done a particular company and it is implemented by several other companies. Due to this there is stiff competition between the rival companies. The customer by this has an option to choose their cars according to their planning and budget. We have to overcome the problem by this way. We need to know the Management policy, rules and regulation, planning and decision making to implement. In order to follow the Management rules strictly these tools plays a major part in a company who are supposed to be fully equipped.

## III PROBLEM SOLVING

### The principle of Authority

In order to have a balanced responsibility of its function the right to issue commands must be implemented. To implement this principle, managers are required and have to delegate responsibility to them in order have control over the subordinates who can deliver their jobs with responsibility by their actions. In (Pathak 2015) point of view it is suggested to delegate the powers and also to take decisions. For managers it is recommended that the principles are formal and informal. The anticipation of the association from manager is to be responsible and the informal is being authority i.e. manager's power of independence to ensure the successful completion of the responsibilities. The Authority and responsibility should coincide as per (Pathak 2015). It helps the employees feel good as well as produce positive working atmosphere. Against authority responsibility principle successful organizations apply participatory management and staff empowerment which is approved by Blackburn and Rosen (1993).

### Principle of Discipline

To realize respectable employee castigation as well as respect, this principle clearly indicates the rules and regulation. A part of the core values of an organization in form of good behavior, deferential interactions, as well as proper dress code is important. To kindan association runs easily, the discipline is important factor. For effective discipline to be maintained in an organization, management plays a vital role and responsible and saying goes without it. The above disciple goes from top to bottom of the employee chain.

### Unity of Command

As per Fayol there must be one subordinates/employees as well as should have first one boss. When employees get orders after two managers at a time this principle gets breached. An Employee should receive orders directly from one boss only and report to the boss who has ordered. In some establishments, an employee gets orders since frequent planners or managers at a time like for example a finance staff gets an order from a head of Admin. (Nwachukwu, 1988) states that it is not unusual to receive orders from superiors outside his/her direct units/sections

or divisions for a staff member. As depicted by(Uzuegbu & Nnadozie, 2015) the works are divided between groups and teams having a look at prevalent situations in many start-up's it is defined as each team will have only one supervisor who give orders. This principle is followed since greatest of the administrations have a minor employee base, who tend to work with each other and top level organization include themselves in the organizational operation which is observed in most of the start-up's.

### Unity of Direction

Through coordinated and focused efforts everyone in an organization should have one direction (NCERT, 2015). Each group of actions should have one common plan and objective. It ensures the unity and coordination. For each plan it is proposed that there should one plan, head, objective. Organization's Interests from Subordination of Individual Interests. With Organization's interest Employees incline to be next their own interest, they use this as a stepping stone for bigger organization in spite of their best effort they still are in search of productive job which is being observed in present start-up organizations.

### Remuneration

The employees always feels motivated when they involve themselves in work, wages and this is being insisted by Fayol. Fayol also suggested that there should be proper remuneration to be salaried to employees which should be fair, rational, and acceptable to both the employer as well as employees (Mtengenzo, 2009).

### Centralization and Decentralization

It is referred in controlling with the people in an organization. The organization has to concentrate on decision making authority (Bhasin, 2016). Concentration is defined as when few people control in taking decisions of an organization, especially in a large organization where the control concentrates is under a single authority. If larger people with decision making authority in an organization are there, then Decentralization plays a role. In smaller businesses, conclusion creation expert is distributed through a superior group.

### Scalar Chain

The lines of authority since maximum to lowest ranks are recognized as scalar chain (NCERT, 2015). For unity of direction hierarchy principle is used. For example in a society, one head/boss A" has two lines of specialist under her/ him. In line 1 authority under A involves B-C-D- E-F, and in line 2 authorities under „A" includes LM-N-O-P. In the below diagram it is clear that together lines have workers in two parts or subdivisions with similar level of consultant. For example if E has to transfer with O, with the equal level of consultant, he/she has to pass finished the other routes from D-C-B-A-L-M-N-O. Scalar chain hierarchy is followed.
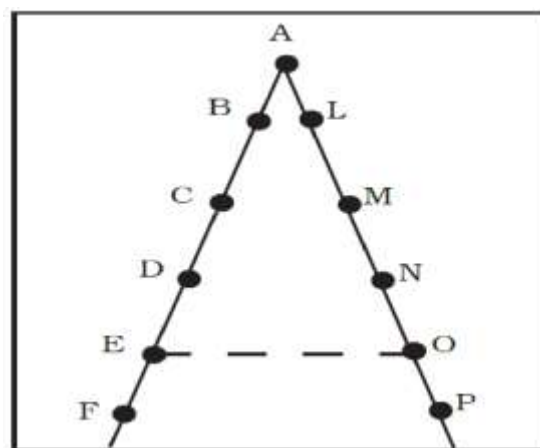


*Source:*

Retrieved from NCERT (2015). Principles of Management: www.toyota.co.jp/en/enviornmental_rep/03

*Order:*

Fayol indicates that "for obtaining maximum efficiency people and materials must be in suitable places at appropriate time". This principle indicates that each substantial in an organization should be in correct place and should be allotted to the correct employee (Rodrigues, 2001). It helps in evading partiality among employees, motivate and encourages, who are weak and vulnerable and promote them when they are right. It treats all employees evenly, train employees and equal give opportunity in doing their job that builds an unbiased system and creates positive attitude towards each and every employees, also gives rewards as well as punish the workers based on their efficiency, promise, and boldness. This has been studied by (Ohadinma &Uwaoma, 2000).

### Stability of tenure

In modern days, the organization designs the work and implement it beforeinvesting their money in training and they do not show interest in recruiting staffs. The organization believes from the beginning that the best qualified staff makes work very easy, productive and afterwards get well trained in the area where they are specialized. This is an era suggested by (Uzuegbu&Nnadozie, 2015). For a start-up organization the problem is, employees sees this as a stepping stone for a better work place. People from Industrial Training employees are seen working for a start-up organization. They have faith in that better jobs with enhancedpay, job happiness, upgrades, job confidence, societal gratitude, etc.can be got through start-up organizations.

In start-up the employee have little or no intention in motivating in retaining the staff in the organization unlike large firms do. The start-up do not have finance to train such staff or after spending so much amount and time in training them they have the fear of losing the staff. It was observed clearly. Also in start-up the training, higher pay etc. are given to those on the managerial level.

For a start-up business it is not healthy. They should be given the opportunity to develop, engage in training meetings, conferences as well as workshops, mentoring, as well as based on increase also presentation get increase in pay etc.



### Initiative

From (Magjuka, 1991 & 1992) point of view in western countries it is observed that beside requirement on top level organization as per problem resolving point the group problem-solving systems technique is used for solving.

If there is initiative from employee side management should encourage this. The organizations urge the employees to render quality services to the customers in modern days. The organization however explains the developments, dealings as well as strategies in place to director the employees in ensuring the effective implementation also prevent exploitation of the privilege given to them.

### *Esprit de Corps*

Esprit De Corps relies on team work besides spirit. To realize the finest result for a start-up there should be unity, incorporation besides synchronization of both discrete, group effort spirit de Corps. Esprit De Corpsen courage staff unity besides co-operation. Esprit De Corps does not totally remove the probabilities of conflict also disagreement amongst some staff members but it will be minimum and it is human tendency to experience the disagreements amongst one. Strategies should be applied to ensure such conflicts also differences do not arise which in turn will affect the common goals of the organization. Fayol suggest that teamwork in larger organizations should be promoted, if not done it will be difficult to achieve the organizational goals which leads to loss of coordination. In order to foster team spirit he suggested instead of "I" to be replaced with "We" which leads to mutual trust and belongingness among team members.

## IV CONCLUSION

After analyzing the "14 ideas of Control" as proposed by Henri Fayola & Taylor's they are wanted in start-up organizations which can be implemented. Due to diverse managerial styles some of this principle can be a problem to alter and redefine for occurrence and however this goal is useful in making them better and powerful to business upon utility. To control the exercise all the organization have one or more thing similar. The size of the organization or enterprise matters in which they fit into and not the profit or the loss. What matters is how they differ from others and how they manage such agency. For a start-up business enterprises the need of 14 concepts of their managerial exercise becomes a paramount from one kind of corporations to another. Fayol's 14 principles has been presented in this paper and its outcomes have been similarly suggested in a good way to improve managerial practices in start-up businesses.

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