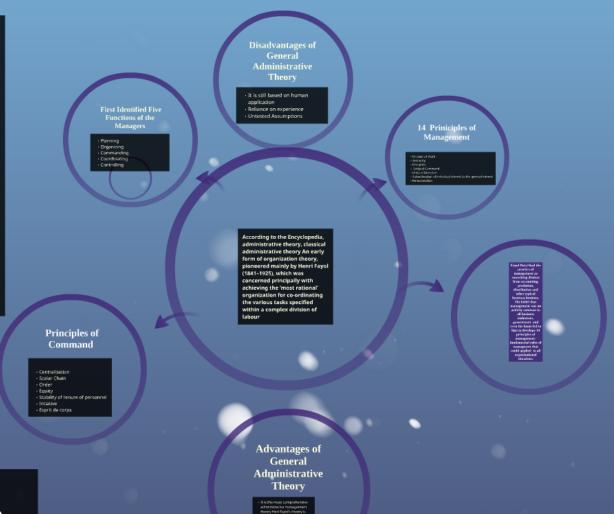
Centralization of the Administrative Services (HR & Finance) Harvard Case Solution & Analysis



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First Identified Five Functions of the Managers

- Planning
- Organizing
- Commanding
- Coordinating
- Controlling

Fayol Described the practice of management as something distinct from accounting, prodution, distribution and other typical business funtions. His belief that management was an activity common to all business endeavors, government and even the home led to him to develope 14 principles of managementfundamental rules of managment that could applied to all organizational situations.

14 Priniciples of Management

- Division of Work
- Authority
- Discipline
- Unity of Command
- Unity of Direction
- Subordination of individual interest to the general interest
- Remuneration

Principles of Command

- Centralization
- Scalar Chain
- Order
- Equity
- Stability of tenure of personnel
- Intiative
- Esprit de corps

Advantages of General Administrative Theory

• It is the most comprehensive administrative management theory Heri Fayol's theory is extremely comprehensive as a way to deal management techniques. It is also the most proven to work. Its being comprehensive as it covers just about anything one might need to do in a management position to ensure success.