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Resource Management Concepts and Advances



Dr. Swapnali Borah is a distinguished academic and professor in the field of Resource Management and Consumer Science, currently serving at Assam Agricultural University, Jorhat. She has an extensive educational background, having earned her PhD in Family Resource Management from Punjab Agricultural University, Ludhiana in 2002. Her research focuses on ergonomics and occupational health, particularly in the context of women's labor in agriculture and allied sectors. Dr. Borah has held several key positions throughout her career. She began as an Assistant Professor at Central Agricultural University in Imphal, where she advanced to become a Professor and Head of Department. In 2022, she transitioned to Assam Agricultural University, where she continues to contribute significantly to her field. Her research work is well-recognized, with more than forty publications in national and international journals and popular articles in magazine and news paper. She has experienced of handling of four external funding major research projects. She has also received accolades such as the Senior Research Fellowship from ICAR, New Delhi for her PhD research. Her contribution can be acknowledged in agricultural research, particularly in improving the occupational health of women in agriculture and allied activities.

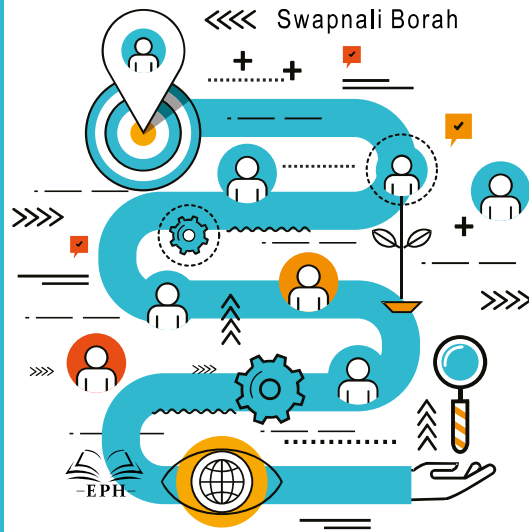


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Contents

Preface

vii

- 1 Managerial Skills And Roles
- 2 Management Theories and Functions
- 3 Principles of Management
- 4 Significance and Scope of Management
- 5 Organizational Behavior: Values, Attitudes, and Performance
- 6 Decision Making: Models and Behavior
- 7 Conflict Resolution Strategies and Management
- 8 Managerial Ethics and Social Responsibility
- 9 Motivation: Importance and Contemporary Theories
- 10 Impact of Interior Design on User Comfort: Residential, Commercial and Special Needs
- 11 Functional And Aesthetic Consideration in Design Elements and Principles
- 12 Building Bye-Laws and Green Building
- 13 Green Building Design and Energy Efficiency Regulation
- 14 Consumer Behaviour: Factors and Models
- 15 New Economic Policies: Liberalization, Privatization and Globalization
- 16 National Income: Measurement Methods and Economic Welfare

Chapter - 1

Managerial Skills And Roles

Dr. Minhaj Akhtar Usmani^{1*} and Dr. Kainat Akhtar Usmani^{2*}

^{1*}Associate Professor, Department of Food and Nutrition, Era University, Lucknow, U.P.

^{2*}Assistant Professor, Department of Commerce and Business Management, Integral University, Lucknow, U.P.

Introduction

In the rapidly evolving business world, the role of managers has become increasingly complex and multifaceted. Today's managers must balance a diverse set of skills while navigating a variety of roles to lead their teams effectively. This chapter provides an in-depth exploration of the critical managerial skills and roles required for success in contemporary organizations. It examines the traditional and evolving roles of managers, delve into the essential skills they need, and how these elements interrelate to drive organizational performance.

1. UNDERSTANDING MANAGERIAL ROLES

1.1 Traditional Managerial Roles: Management roles have been a subject of study for decades, and Henry Mintzberg's framework remains a foundational reference. Mintzberg identified ten key managerial roles, categorized into three broad groups:

1.1.1 Interpersonal Roles: These roles are centered on interactions with people both inside and outside the organization.

b) Figurehead: As a figurehead, a manager performs ceremonial duties that symbolize the organization. This role might include attending official functions, hosting guests, or representing the organization in public settings. Although seemingly symbolic, these activities can influence organizational culture and stakeholder perceptions.