

MANAGEMENT DEVELOPMENT & GLOBAL. PERSPECTIVES IN 21ST CENTURY

The Indian economic scenario has taken a 'U' shape turn over the recent past. India has witnessed stagnant, tranquil and, well protected economy since last several decades. The Indian organisations are constantly striving to improve their managerial competence in today's competitive management.

To improve the productivity, Indian companies requires management. Managerial activity being concerned with things done through people, manager have the opportunity of utilizing human resources to secure greater productivity, manager is a person who actually does and get others to do things. Managers do not concentrate on one thing at a time, they work on a complex situation. Analytical skill and presence of mind the twin facets to achieve an end result. Convincing everyone on every situation is a though task on the part of managers. In a complicated situation, management development is an effective tool for H.I.R.D.

India at present requires successful managers to run successfully the industrial enterprises in the private and the public sectors. Experience in growthmanship has proved that industrial expansion depends considerably on Good Management.

The professional manager has the necessary training and ability to spot the problem areas and bring in together all the diffused talents of the various technical and professional experts such as Engineers, Scientists, Economist, Psychologists, Sociologist etc., to tackle the problem spots.

Management development aims to make the organization matured, maturity organisation development has a six levels

- i) Systematic management development.
- ii) Isolated tactical , management development.

- iii) Interpreted and co—ordinate structural development tactics..
- iv) Management development strategy to implement corporate policy.
- v) Management development strategy input to corporate policy formation.

Thus management development is the management of managerial careers in an organization context and managerial career as the biography of a persons managerial work life. Management development concerned with improving the managerial expertise, knowledge, skill and Job performance Management -development is the felt need of the day. In practice organisation culture should flow form the top level of management to the lower level of employees

Concept of Management

- i) Development is continuous process
- ii) Stages of progress like a education
- iii) There is no upper limits to the extent of development.
- iv) Development involves applications of basic skill, learning has thus to be applied to problems in hand.

The first step in achieving management development is laying down the path of promotion in the organisation. If business administration and management is founded upon a science, if its practice is a profession, then in the 21st century we must expect its exponents to be men of high ability and perfect knowledge men who have graduated in their profession and are qualified thereby to be entrusted with the responsibilities which its practice imposes. If business in 21st century should not suffer from the pitfalls of the past, the developing of tomorrows managers need a thorough knowledge of business administration. It is only through the creation of adequate managerial assets that the desired management reserve f or *tomorrow* can be built up.

For last few years, considerable changes have taken place in the Indian economy due to the various measures taken by the Indian government. For the growth and for the development of Indias economy, management, becomes necessary.

Management strives to secure the maximum result by the use of minimum resources. There is no “ideology”, no political theory, by which we can get greater output with less efforts from a given complex of human and material resources. Only solution is that—Management which can give us more output from less effort.. In short, the well—being of the society is largely dependent upon the quality of management prevailing in **all** social organizations.

Global Perspectives

A historical review of world economy brings out that a country which wants to be in the front of economics and management development, to modernize its production ability, to keep lead in advantageous areas of 'export, to raise the standard living has not any to global is a its outlook but also its economic pericies.

Globalization will have a reaching impact on the management development and on the economy for India, it is a major pointer in _____ directions throwing several changes over wide range of activities. bur policy markers came to believe that the exposure of Indian industries to free competition and integration of the _____ with the global mainstream would lead to improvement in _____ productivity efficiency and cost effectiveness which would in turn, boost up ex_____ and foreign exchange _____ and stree economy ou tof the crisis.

Thus,. to improve the competitiveness of the Indian Industry / it is not necessary to allow the entry of multinationals but to attend to the critical issues of nature and _____ of produces. inward looking rather than outward looking reflected by globalisation, _____ is essential for *improving* the performance of the Indian economy. Globalisation im_____ consumerism of the western type meaning thereby a complete distertion of our production priorities in favour of _____ class

Last but not the least, in the name of globalisation we are depending from our declared objective of social Justice by opting + or a highly explotive inequities and entirely unconcerned for the poor type of. _____ growth, since July 1991, growth rate has declined, unemployment increased and distribution of national income shifted in favour of the propertied.