



NEED OF MULTI DISCIPLINARY APPROACH IN MANAGEMENT RESEARCH AFTER GLOBALIZATION

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1) **Executive Summary**

Management is an art of getting things done through people. It is not only development of things but development people also. Controlling of machine, material may be easy but providing proper direction to the men is difficult, it requires knowledge of psychology. After globalization business management changes due to change in organization structure, multicultural factor and information technology revolution. The management discipline is operated in every organization. The organization may be economic or non economic, but the management is essential in the organization. After globalization management becomes more interdisciplinary. Knowledge of various branches becomes essential in business. The organization is running in complex environment. This environment include factors like politics, technology, social, economical, cultural etc. Management must know the details of all this factors. It is in relation to interdisciplinary approach in management. The hygiene and motivational theories of management is related to pure and social science.

For managing men knowledge of various discipline is require. Information of economics, capital market international law is necessary for managing money

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2) **Introduction**

Business is the activity carried out for profits. It is one of the sources of Income of a person. Along with business there is a profession which is an occupation for which

specialized knowledge and skill is required. The forms of business organization depend on the nature of the business. Business and profession is not only important to the person but it is also important for the nation. The demand for professional management today applied in business activity. It will help to achieve the efficiency and profitability.

The education of management is available under government as well as private management institutions and universities. Management exists everywhere.

3) Objectives of Paper :

3.1) To highlights the concepts in management.

3.2) To correlate the management with other multidisciplinary research approach in global era.

4) Concepts :

4.1) Management -Management is the art of getting things done through and with people in formally organized group. According to Henry Fayol to manage means to forecast and to plan, to organize to coordinate and to control. There are so many definitions as per John Mee, Management is the art of securing maximum results with minimum efforts as to secure maximum happiness for employees and employee.

According to Dr. James Lundy Management is principle a task of planning co-coordinating motivating and controlling the efforts of others towards specific objectives. It involves the combining of the traditional factors of production in an optimum manner paying due attention of course to the goals of organization.

According to Peter Drucker the primary job of management is economic, Management must always in every decision and action put economic performance first.

Changes in Business management

There are structural and organizational changes in business forms. The Research- A careful critical inquiry or examination in seeking facts or principles, diligent investigation in order to ascertain something.

4.2) Research- A critical and exhaustive investigation or experimentation having as its aim the revision of accepted conclusions in the light of discovered facts.

Research- It comprises defining and redefining problems, formulating hypothesis or suggested solutions collecting organizing and evaluating data making deductions and reaching conclusions and at least carefully testing the conclusions to determine whether they fit the formulating hypothesis.

Research- A careful investigation or inquiry especially through search for new facts in any branch of knowledge or systematic efforts to gain new knowledge.

Research- It refers to the systematic method consisting of enunciating the problem, formulating a hypothesis collecting of the facts or data analyzing the facts and reaching certain conclusions either in the forms of solutions towards the concerned problem or in certain generalizations for some theoretical formulations

5) Multidisciplinary approach in management research

Management is basically multidisciplinary. Though it is a separate discipline it draws knowledge and concepts from various disciplines. This discipline is related to psychology sociology, anthropology, economics, statistics, and history and operation research. It is said that management is an art and science of getting things done through people. There are certain scientific principles in the management.

Frederick Taylor introduced the concept of scientific management; Management is considered as an art because it is related to achievement of goals through application of skills. It is science because of principles. It is science because there is specific process in management. As per observation of F.E.L. Brech, the management is systematic body of knowledge where knowledge of various discipline is essential. It may not be exact science. The disciplines like management and psychology, management and statistic is closely related. There is integration of ideas from various disciplines: The Maslow Need Theory is basically psychological theory which is thoroughly explained in management. The managerial economic is a special branch of management where the learner of management learn various aspect of economics. It shows that the management is important for the learners of economic. In management various mathematical and statistical tools are used. The quantitative techniques of decision, operation research, leaner programming is part of management. There is close relation between statistic and management. The Herzberg's motivation hygiene theory is also important in terms of psychology and ecology. The managers have to learn the business environment, Environment consist physical and social law, social ideas, norms and different polices. The business environment is mixture economics political, legal, technical and social environment. In the discipline of management knowledge of economics, law, politics, technology becomes essential.

Even a commerce and management is closely related. The transportation ware housing, insurance, advertisement, marketing is part of commerce. But absence of knowledge of commerce services related to trade and business the management is not possible. The directing, controlling, Co-coordinating various business activities without transport communication ware housing and insurance is not possible. The research in management like time and motion study is related to scientific research. The Mallows theory is related to

psychology, the theory X theory Y is search in social sciences. Quality circle, Kaizon, six sigma is related to various approaches related to management product technology and processes.

Management accounting is separate branch of management discipline because accounting – finance and management is closely related. The practice to this discipline must able to read and analyze the financial statement for performance evaluation. It is one of the control techniques. Stability of the future depends on performance evaluation.

The various aspects in management like, time management disaster management on important for the society. It means management is for change in society. This is related to social science. It shows inter relationship between management and social science.

Multidisciplinary approach in Globalization

Functions	Knowledge of Related Discipline	Global changes	Multidisciplinary research required
Management of Human resource	Psychology ,Custom Tradition, Skills	Multi culture organizations	Organizational behavior and cultural values
Managing Material	Economies and geography, commerce	Capital expansion ,like foreign direct investment	Quality of material with cost price and availability
Managing Machine and technology	Science and Technology.	Acquiring technical know-how	Science as well as sutability
Managing Money and finance	Economics, finance, International taxes	Overseas investment and international business management	Economic research and Applied research
Managing Time	Customs, tradition geography, environment	24 x 7 hours concept of business	Research in Social sciences

Managing Men- Linking with social science

The Management includes management of human resources. It requires knowledge of psychology as well as custom tradition & belief of the society. The said knowledge is important for managers. In global era where business becomes multinational multi state the management of business changes accordingly. One can observe the marketing of enterprises considering local season's festivals and demands.

Managing Material –Economic, Geography & Commerce

Material Management is a branch of management for this purpose the market place of raw material as well as finished product must be known to managers. The knowledge of economic conditions geography of particular area and natural conditions must be known to managers. The understanding of insurance, transportation packing ware housing is also essential for material management. The transportation and global cooperation in business changes materials management. Online purchasing becomes core in material management.

Managing Machines - Science & Technology – Management includes management of men material and machines. To acquire to use it for maximum efficiency to information of science and technology is essential for managers. The traditional machineries are change to modern technology devices which changes the method and out put of material. Style of acquisition of machinery changes form direct purchase to leave lease licenses or built **Managing Money** –

Management is arrangement and procurement of resources. Money is important sources of business activity. Financial management is part of management. The managers must know the details of primary and secondary market. When to raise the finance how to use the finance are very important decision for business. In globalization factors like world recession, slow down at world level and policies of world business institutions becomes important aspect of raising finance.

8) Conclusion

In isolation of management form other disciplines is impossible. The requirement of trade and services are increased day by day. It is exported over the geographical boundaries of the centre. The interdisciplinary approach in management will solve the problem before society and business. The problems before society and business can be solved with multidisciplinary approach in research.

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