

Democratic Versus Autocratic Management

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Management Organisation

Management is the practice of consciously and continuously shaping organisations. All organisations have people who are responsible for helping them achieve their goals, these people are called managers. The managers may be more visible in some organisations than in others, but without effective management, organisations are likely to get into difficulties.

Definition of Management

“Management is defined as a set of interrelated social and technical functions and activities occurring within formal organisational setting for accomplishing predetermined objectives through utilisation of human and other resources.”

Democratic Management

- ♦ It is a model supportive of management.
- ♦ Each member has sense of personal worth and importance.
- ♦ It acts as a social system.
- ♦ It has group dynamics and supportive supervision.
- ♦ It provides climate to help employees.
- ♦ It supports the employees' job performance.
- ♦ Imparts a feeling of participation and task involvement in the organisation.
- ♦ It enhances “we” feeling in the employees.
- ♦ Managers are seen as joint contributors rather than

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boss.

- ♦ Organisational goals are easily met.
- ♦ Managerial orientation is towards team work.
- ♦ Manager is the coach that builds a better team.
- ♦ Employees are self disciplined and responsive.

The Autocratic Model of Management

- ♦ Right of command delegates this authority to the people to whom it applies.
- ♦ Management believes that it knows what is best and that the employees, obligation is to follow orders.
- ♦ Employees have to be directed and persuaded and pushed into performance.
- ♦ Management does the thinking – Employees obey the orders.
- ♦ Tight control over employees at work.
- ♦ Brutal and back breaking physical tasks.
- ♦ Employees' orientation is obedience to a boss, not respect for a manager.
- ♦ The psychological result for employees is dependence on their boss, whose power to hire, fire and perspire them is almost absolute.
- ♦ Employees give minimum performance.
- ♦ Some employees give higher performance because they personally like their boss.
- ♦ High human cost.
- ♦ No words for rewards and praising.
- ♦ No voice for subordinates

and employees.

- ♦ No quality work, only quantitative work.

The democratic model of management is good and acceptable to employees and subordinates but for a manager to adopt this model is a challenging job because some people who are prone to be idle and lazy are not working honestly.

- ♦ Some employees do not give respect to manager.
- ♦ Democratic managers do not get respect as compared to autocratic manager.
- ♦ Autocratic manager may possess more power than democratic manager.
- ♦ The employees or others habitual to remain under autocratic environment, do not adjust in democratic environment, and create problems.
- ♦ Some employees misbehave against management as he/she has no fear of manager.

Deming's most enduring lesson for manager is his 85-15 rule specifically when things go wrong (85% chances are the system is at fault). Only about 15 percent of the time is the individual employee at fault.

Thus democratic management is better than autocratic management for achievement of organisational goals and objectives but it is a brave job for manager.

References

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