

Managerial Interpersonal Effectiveness

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Abstract— Managerial Effectiveness is a leader’s ability to achieve desired skills. Managerial Effectiveness is fast becoming a competitive advantage for Organizations, especially in the context of high demand and continuous migration of competent managers from one Organization to the other. The present study was aimed to understand various dimensions of different viewpoints on Managerial Effectiveness. The shortcomings on the dimensions of managerial effectiveness appraise us with the dimensions where managers are lacking or showing weakness and hence they are important for improving the effectiveness of the organizations.

Key words: Managerial Interpersonal Effectiveness

I. INTRODUCTION

The term managerial effectiveness implies the extent to which a manager achieves the productivity output requirements of the organization by using and implementing his or her managerial skills and strategies through his workforce peer groups and subordinate. The managerial skills normally range from the basic motivational aspect followed by leadership, communication, co-ordination HR skills, change management, conflict management time management, negotiation, decision making, delegation, counseling techniques., people who feel good about themselves produce good results and people who produce good result feel good about themselves.

II. DIMENSIONS OF MANAGERIAL EFFECTIVENESS

A. Motivation

When a manager appreciates his junior he feels good about himself. He is self-confidence and self-esteem increases at the same time he starts feeling that his boss holds him in high esteem too.

B. Leadership

“The real leader has no lead he is content to point the way”.

A good manager equips himself with a combination of various styles of leadership and uses the one appropriate to the person and the situation. To be an effective leader, the level of maturity of the people working with him.

C. Delegation

“Trust men and they will be true to you, them greatly and they will show themselves great”. Delegation is an effective tool of management, an art of getting more work done in

Lesser time, a process that help in transferring skills to your juniors.

D. Time Management

Time and Money wait for none and once used or misused, it’s gone forever it can be retrieved. A manager has to manage his time alone. He can expand it/contract it depending up on the effectiveness which he uses it.

E. Change Management

All managers today recognize the inevitability of change. The manager has to manage change through people using people and with people. There will always be a resistance to change and an effective manager has to overcome this resistance and should take the organization to great heights.

F. Crisis Management

It involves taking decisions or finding solutions for crisis situations. Crisis situation arise when concerns are anxious about the future. Crisis manager should take clear and distinct decisions.

G. Human Resource Management

A good HR manager needs to have good inter-personal relation with all his colleagues, boss and his subordinate. He should possess strong expertise in training and development of his people. A good HR manager approaches the problem from as many different points of view as possible.

III. OBJECTIVES OF THE STUDY

To find out the inter-relationship among the various dimensions of managerial effectiveness. To find out how far the manager performs their functions effectively with managerial qualities. To perceive various HRD dimensions.

IV. SCOPE OF THE STUDY

This research study is highly useful to all the Managers in the Organization. It also helps them to know where they stand in the market in terms of the degree of effectiveness of their managers.

When the Managers get to know, where they actually stand, and what do they lack, they find it easier to improve upon them.

V. DATA ANALYSIS

In this Research Study t-Test: Paired Two Sample for Means and Percentage Analysis has been used to analyze the significance of difference. Data Analysis in excel is used for tabulation and analysis.

t-Test: Paired Two Sample for Means		
	Technical	Non-Technical
Mean	35	25
Variance	44	47.69231
Observations	14	14
Pearson Correlation	-0.36607	
Hypothesized Mean Difference	0	
df	13	
t Stat	3.343555	
P(T<=t) one-tail	0.002643	
t Critical one-tail	1.770933	
P(T<=t) two-tail	0.005286	

t Critical two-tail	2.160369	
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Table 1: Overall Output for distribution of Respondents related to various dimensions of Managerial Interpersonal Effectiveness.

S. No	Dimensions of Managerial effectiveness	No. of Respondents (n:120)	Percentage %
1	Motivation		
	Managers	75	62.5
	HR Managers	45	37.5
2	Leadership		
	Managers	80	66.7
	HR Managers	40	33.3
3	Delegation		
	Managers	70	58.3
	HR Managers	50	41.7
4	Time management		
	Managers	75	62.5
	HR Managers	45	37.5
5	Change management		
	Managers	45	37.5
	HR Managers	75	62.5
6	Crisis management		
	Managers	65	54.2
	HR Managers	55	45.8
7	Human resource management		
	Managers	75	62.5
	HR Managers	45	37.5

Table 2: Distribution of overall respondents by various dimensions of managerial interpersonal effectiveness

VI. FINDINGS

It is inferred from t-Test: Paired Two Sample for Means Table 1 that there is no significant (accept the Null hypothesis) association between Department of the respondents and various dimensions of “Managerial effectiveness”.

Using Percentage Analysis from Table 2,

- Majority (62.5%) of the respondents perceive as Managers in the dimension of Motivation.
- Majority (66.7%) of the respondents perceive as Managers in the dimension of leadership.
- Majority (58.3%) of the respondents perceive as Managers in the dimension of delegation.
- Majority (62.5%) of the respondents perceive as Managers in the dimension of time management.
- Majority (62.5%) of the respondents perceive as HR Managers in the dimension of change management.
- Majority (54.2%) of the respondents perceive as Managers in the dimension of crisis management.
- Majority (62.5%) of the respondents perceive as Managers in the dimension of human resource management.

VII. SUGGESTIONS

Managerial Interpersonal Effectiveness shows the majority of having great leadership skills. Leadership renders the growth

of the Organization. It includes your being able to clearly and specifically communicate your vision, goals, skills, intentions, and expectations to others.

VIII. CONCLUSION

According to the findings of various overall dimensions of Managerial Interpersonal Effectiveness, Crisis management skills is one of the Lowest factor that has been found when compared to the other dimensions of Managerial Effectiveness. The Employees feel pressurized due to their inability to handle a crisis situation through quick decision making and limiting the potential damages. Having a crisis management plan is always a good idea for the Organization. Improving the Crisis Management skills will have a positive, measurable impact on the success of the company as a whole.

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