**Futuristic trends in management**

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 **ABSTARCT**

It has been made clear by most of the reports of the past years that the way we work in the future will be different. For this we will need a change in our profession, important of qualification and talent to work. New change management policies are changing the way we live and work. As we move forward, it is important for managers and leaders to stay updated with the latest trends and predictions in the field of management. There is no area in management science that has changed as much over the years as management. We are on the way to meet the social and environmental demands as per the change in management. We need to look at metrics along with the organization as organizations focus on demonstrating business value, while metrics will play a vital role in keeping management informed about project performance and its impact on customer service. This paper explains how the way we work will change in the coming future.

**Keywords:** profession, qualification, management, predictions, environmental, organization.

1. **INTRODUCTION**

 The field of management is constantly evolving. New trends and new technologies are changing the way we work and lead. As we move forward into the future, it is very important for leaders and managers to stay updated with the new trends and predictions in the field of management. As the global economy continues to evolve, companies around the world are looking for new ways to improve their organization and operations. This means that the managers will also have to adapt to the changing conditions and adopt transformation and remote first strategies in the new digital era. Business leaders have had to learn to adapt to new changes and information at a rapid pace over the years. This ever-changing change has emphasized the adoption of change management practices from the top to the bottom (customer service representative). Adapting to a new change is not easy because whenever a business experiences a major change, it takes time for everyone to adjust to the new patterns of behavior, expectations and routines. It is important to understand the trends that determine how businesses keep pace with the changing future. This way leaders can prepare their teams to adapt to new rollouts and organizational changes as and when required. Employers should be more flexible about when and where work is done, which is why it is important that employers can reduce the commuting hassle of their employees to a great extent. If employers are willing to embrace new technologies such as video conferencing, they can save costs and time, which will improve business outcomes. Up to 50% of work can be done electronically from home by employees. If employers could replace half their meeting with audio or video conferencing, it would save time and cost, but to do so would require managers to move out of the way they work and out their comfort zones. For this they have to be empowered to manage their own work pattern.

There is a limit to the flexibility of employees in any organization. However, all the employees should be given the right to work flexibly and should not be bound by any law in future. Employees aware of flexible working options, they should be discussed and coached by their managers. All employees will be offered the opportunity to work flexibly if it does not affect their job and is defined and monitored by the employer. Good managers and employers will truly empower their employees and give them the freedom to manage their own work. Hence, it maintains trust between the manager and the employees. There are many important trends that will inevitably impact nations, organizations and individuals in the future.

1. **CHANGE MANAGEMENT TRENDS**
2. **Use of digital tools:** using digital tools will make it easier to bring team members together on the same page and make learning easier.Traning formal education and e- learning options are good starting points. Integrating training into a learning management system can go a long way in helping employees retain essential information. Some tools such as talent learning management systems, Docebo and Udemy etc, business help employees get up to speed more quickly with guidance and predetermined workflows through these apps. Businesses can create or add content on these apps through the management system platform which includes-
* Interactive walk troughs
* Step-by-step workflows
* Knowledge base and task list
1. **“Humanizing’’ change:** Companies need to view change as an opportunity to learn and grow for both their companies and employees. Some examples of human eyes in change are as follows
* Increase collaboration
* Adopt new skills
* Learn something new
* Improve professional life of employees
* Help employees work more effectively.

By making changes this way, managers and leaders can get employees excited about the change. By humanizing change, employees can make their jobs more enjoyable and satisfying.

1. **Data handling:** What, why and how will change in any business is determined by the data. Today, companies are using data to spot trends and take action. Leaders and managers can better understand employee needs and expectations by using tools such as social media, internal social platforms and interactive apps. Managing data allows stakeholders to keep up to date on how things are changing or progressing. By using data to shape future change trends and using surveys, managers can learn what worked well and what needs to be adjusted to be more effective I the future.
2. **Lead:** Leaders and managers have a key role in implementing change initiatives because they interact with their teams and employees on a daily basis. To lead, it is essential for leaders and managers to understand how they view change and how others view it so that they can change their behavior. When leaders provide direction, support and feedback to their team members, it makes the job of the change manger easier.
3. **Change is part of the company culture:** Change is a expected part of life in the world. New technology hybrids, changes in the workforce and changing expectations of employees and customers could make each next year looks completely different. Companies have started making changes as part of their company culture. The company is committed to prioritizing change management and finding employees who can adapt quickly to change or are willing to learn, so that the business can become more collaborative, adaptive and forward-looking. Employees should be encouraged to do things more effectively than in previous years.

Change should be good or bad, its rapid pace will remain the same. Now the companies need to think even more about adopting and implementing these changes which will benefit the companies and the employees alike.

1. **REVIEW OF LITRATURE**

**Peter F Drucker (1993) Managing for the future-“**This book shows that this book will surely be one of the most important and influential business books of the decade. This book is written by Drucker with deep insight into the 1990s such as people at work, the world economic order, new trends in the management and administration of organizations**.”**

**Kate McLaughlin,Stephen P.Osborne and Ewan Ferlie (2002) New public management : current trends and future prospects-“** This paper presents a comprehensive, original and multidisciplinary analysis of the impact of new public management in the UK. Along with this, it presents a comprehensivecomparative perspective of these analyses. It discusses the competing typologies of new public management, issues of professionalism within new public management, debates on social exclusion and equality etc**.”**

**A.kokkosis,S.Tsitomeneas and A.charitopoulos (sep 2010) Future management trends –“**This paper talks about how the patterns and methods of our work will change in the methods of our work will change in the near future. Another major topic is also in the process of taking into account which is metrics and it will play a vital role in sustainability of organizations. So this shows that we have to be more flexible and take the importance of qualifications seriously**.”**

**Jarek Nabrezyski, Jennifer M Schopf, Jan Weglarz (2012) Grid resource management: State of the art and future trends-“**The objectives of this book are peer- to- peer discussion of work with the authors, economics perspectives and operations research. This book is a valuable management state-of-the-art and future trends describe both the actual experiences available today and the current research in the field**.”**

**Yuepan, Limao Zhang ( 30 Nov 2020) Role of artificial intelligence in construction engineering and management : A critical review and future trends -“** This paper presents the current status of artificial intelligence adoption in construction engineering and management and presents a systematic review by conducting scientific and qualitative analysis to discuss its future research trends. So it was found that relevant papers exploded with the change in keyword popularity to building information modeling, especially in the last 10 years**.**

1. **CONCLUSION**

Future management trends are those management strategies that should be taken seriously to run an organization efficiently and profitably. Employers can save unnecessary travel and time by using new technologies such as audio or video conferencing. Management and employees need to work together in the organization to understand the employer’s values and achieve business success. Investment in training and development has value only if effectiveness can be measured at regular intervals and definite improvements can be made. The role of the HR function needs to change from a transactional administration to a business focused and value driven business partner. In the modern era, as the economy is developing. Companies around the world are improving the operations of their organization. Hence it follows that the managers have to adapt to the changing situations and adopt the transformation strategies of the digital age.

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