**FUTRISTIC TRENDS IN MANAGEMENT**

**Introduction**: Management has existed since the first time that people were put into groups. Management has existed wherever that humans have collaborated in organizations. Today, management has become a key component of our economy and era. It is a strong, creative force that our society relies on for economic stability and overall well-being.

**IMPORTANCE OF MANAGEMENT-** Good management is to organization what health is to the body for the smooth functioning of all its parts. It highlights priorities, adapt services to need and changing situation, makes the most limited resources, improves the standards and quality of services, and maintain high staff morale. Good management helps increasing efficiency, to crystallize its nature, improve research and to attain social goals and in many other ways. Peter Drucker refers management as the dynamic life-giving element of every business enterprise. There are some headings which explain importance of management-

1. **Accomplishment of organizational goal:** management determines and accomplishes the goals of organization and other departments. It is the management whereby the all activities are directed towards the organizational objectives.
2. **Provision vision and mission- Management** keeps itself in touch with changing needs of the society at large and accordingly has the vision for the organization and identify the mission and objective of organization and direct all the activities and strategies in that light.
3. **Increase efficiency-** The managers can become more effective by using established guidelines to help, solve problems. Even no manager can control without basing them on plans, that manager should have organizational authority necessary to accomplish that result expected of them. No manager can develop a meaningful plan without a clear idea of goal to be accomplished and the future environment premised for its operation.
4. **Effective utilization of resources-**management ensures the proper and effective utilization of human and resources by using principal of management& management techniques.
5. **Bring harmony in groups-** it is the management which directs and coordinates the activities of all the individuals working in any organization in the use of materials, methods and machines. It brings harmony among the group so that they work together with the feelings of belongingness to achieve the organizational objectives.
6. **To attain social goal-**The managing coordinates the efforts of people so that individual objectives can be translated into social attainment. In fact, the organization are to fulfil the needs of community at large. So, it the management, that has the vision and strategies towards that direction.

**Concept of management**

Concept define something conceived in mind.: thought, an idea or basic principles. It means in which things management is bases called concept or we can say what principles are followed by management.

Management is used in three contexts: as a discipline, as a group of people, and as a process.

**Discipline**- discipline refers to field of study having well defined concepts and principles. When we refer to management as a discipline, we include in it various relevant concept and principles, the knowledge of which aids in managing. From this point of view, management can be treated either as an art or science. The two basic and broad disciplines.

**As a group of people-** management as group of people refers to those persons who perform the function relevant for managing organization.

**Management as a process-**management is a process. Process is systematic method of handling activities. Thus, management is defined as follows:

 Management is the process of getting things done with the aim of achieving organizational objectives.

**Function of management**

Various authors suggest functions of management Fayol has classified management functions into planning, organizing, commanding-ordinating and controlling Urwick has described the function of management as “**POSDCORB”**.

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| **P** | **O** | **S** | **D** | **C** | **O** | **R** | **B** |

 PLANNING ORGANIZING

 STAFFING DIRECTING

 CONTROLING

 REPORTING

 ` BUDGETTING

**FUNCTION OF MANAGEMENT ACCORDING TO Urwick**

**Planning-** it is concerned with future. Planning anticipates and precedes action. It is basically concerned with determining the objectives and the course of action to achieve them.

**Organizing-** After objectives and plans have been established. Management must then organize human and physical resources of the firm. They will enable the members to carry out the chosen programme successfully. According to ALLEN organizing is the “Process of identifying and grouping the work to be performed, defining and delegating responsibility and authority and establishing relationships for the purpose of enabling people to work most effectively together in accomplishing objectives.

**Staffing-** it involves filling, and keeping the positions filled in the organizational structure. This is done by identifying work-force requirements, and people available. Recruiting selecting, placing, promoting, planning, and training the personnel or otherwise involving current job holders to accomplish their task effectively and efficiently.

**Controlling-**ensuring that objective and plans of the organization are achieved. Through the controlling function, the manager keeps the organization on the right track.

Controlling can be either positive and negative. Positive control tries to ensure that the organizational goal are effectively achieved. Negative control tries to ensure that unwanted or undesirable activity do not occur or recur.

**Directing-**After plan have been formulated and structure of organization has been determined, the next step would be to direct and supervise the employee toward organization goal. this states that getting the employees to do the things you want them to do is the leading function of management. The main responsibility of manager is to give direction to do something.

The quality and style power of leader as well as leadership activities of communication, motivation and discipline are involved in direction.

**LEVELS OF MANAGEMENT**

Levels of management classified in to three categories on the basis of hierarchy, their position and relatives’ responsibilities. These levels are:

1. Top management
2. Middle management
3. Operational/supervisory management

**MEANING OF TRENDS IN TERM OF MANAGEMENT**

A Trend simply reflects what seems to be going around at any given time. A trend can be in any area and doesn’t only reflect fashion pop culture and environment.

The general meaning of TREND is prevailing tendency or inclination. In term of management trends mean the most recent management techniques used by managers to efficiently manage their team and the company. Total quality management, Risk management, Crisis management, etc are some of the most well- linked modern developments in management.

To achieve greater results, a manager must properly manage the workforce. Recent trend in management is procedure used by managers to improve management.

**FUTURE TRENDS IN MANAGEMENT**

Future trend means the needed system and strategy to be implemented in various realms for ensuring efficient and effective development of economy.

Change in management depends on the revolutionary changes in the managing system. Some of the promptest analysed future trends in management are as follow:

1. **Involvement of artificial intelligence system-** The replication of human intelligence functions by machines, particularly computer systems, known as artificial intelligence.Expert systems, natural language processing, speech recognition, and machine e vision are some examples of specific AI application.AI has distinct position of recognition in the management sector.
* **Facilitating data driving management-**AIhas ability to process enormous amount of data, spit out trend direction, and produce specific actionable suggestions. It is thought to be an essential tool for managers when making certain quantitative decisions. In the financial services industry, it is anticipated thatRobo advisors would replace human money managers in approximately 40% of layoffs.
* **Increasing OKRs and improving results-** The acronyms OKRs stands for “Objectives and Key Results” it is framework for defining goals that helps people teams, and organizations create measurable objectives and monitors their progress.AI in management enables in an organization to design goals that are most suited to their needs. That lead to best outcome.
1. **Filling in for administrative lapses-** A significant portion of any managers task are administrative tasks, which are vital but repetitive and routine and don’t need a lot of talent. For instance, a study by Harvard business Review of project managers revealed that 54% of their time was spent on administrative task.
* **Shifting focus to development of soft skills**- a soft skill is a trait that foster situational awareness and improves one’s capacity for task completion. Future management will be supported by soft talent including emotional intelligence, complex problem solving, adaptability, creativity originality, and innovation. The important futuristic trend is emerging is emphasising soft talents above manual task management abilities.
* **Telematic focussed management system**- To more broadly describe the integrated use of communication and information technology to transmit, store, and receive information from telecommunication devices to remote objective over network, the term “ telematics,” combines the word “telecommunication” and “informatics” .

 In future there is more requirement of advanced technology are upgrading and

 creating telematic world which are needed to manage all aspect of activities in

 an organization.

* **Talent oriented selection-** talent management is now seen as important factor. A person’s talent benefits both them and the organization. Therefore, a qualified employees will be hired in the near future for all management- oriented jobs. Jobs claims that their secret lies in their exposure to “the best human achievement and the incorporation of those achievement into their ideas”
* **Conflict management-** At present people’s mentality is more than expected level. The thought varies from one person to another person in an organization. It is obvious to come across conflicts. Conflicts also require proper management. The attitude comprehension abilities and desire to handle conflict of first live managers( Top level managers) are necessary for effective conflict management in workplace.
1. **Remote work-**The covid 19 pandemic has accelerated the trends towards remote work, with many organizations shifting to remote workforce almost overnight. Even as the pandemic subsides, remote work likely to remain a popular option, as it offers flexibility and cost saving for employers and better work -life balance for employees.
2. **Continuous learning-**continuous learning has become essential in today’s fast paced business environment, as managers and employees need to stay up to date on the latest trend and technologies. In the future manager will need to focus on providing ongoing learning opportunities for their employees, encouraging them to acquire new skills and knowledge.
3. **Agile management**- Agile management is a methodology that focuses on flexibility, adaptability, and collaboration. It emphasizes iterative development and continuous improvement, allowing team to respond quickly to changing circumstances. Agile management is becoming increasing popular in software development and now spreading to other industries, such as marketing and human resources.

**Conclusion**- The future of management is likely to be shaped by a range of trends and technologies. Manager who stay UpToDate on these trends and prediction will be better positioned to lead their organizations into the future, creating workplaces that are more productive, innovative, and sustainable.

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