

Management is viewed as.

1. Science
2. Art
3. Profession

Management as science – To know Is management a science we have to match features of science with management. Science is characterized by the following features.

1. **Clarity of concepts:** - Science is characterized by universal concepts evolve through experiments. “Management as a discipline” has a No. of concepts like (levels of management, functional area of Management, Planning, Organization structure and manual. etc.) Evolve through the experience of Managers in various organizations.
2. **Scientific Methods:** - In science scientific methods involve study of phenomena through systematic procedure of observation formulation of hypothesis and experiments. Scientific methods help in predictions.
In Management when manager’s deals with people they repeatedly observe Human behavior, analyze their basic needs and frame plans, Policies and strategies to satisfy those needs.
3. **Clarity of theory:** - when scientific methods are tested for their accuracy they result in to principles. “Theory is a generalized set of principles and concepts. Management has evolved over a period of years as a theory with generalized set of principals and concept. That supports the organization structure.
4. **Causal relationship:** - Science is based on cause and effect relationship. There is some evidence of causal relationship between managerial practices and their end result. For example financial management invests in assets (long term and short term) for wealth maximization.
5. **Systematized theory of knowledge:-** Science is a systematized theory of knowledge. Scientific principles are applied in a systematic manner. Management concepts and principles have evolved over a period of time and are applied in all organization in a systematic and well defined manner.
6. **Universal application:** - Scientific principles are universally applicable they apply in all situations, all countries and all culture. Like science Management principles are applicable universally in most of situations, in countries and culture (Though it is not always true).

Management as an Art: - Art is the application of personal skills, knowledge for achievement of results. It is based on principles offered by Science. Art is basically concerned with application of knowledge, how to do things creatively and skillfully. Art can be improved through constant practice.

Management is basically an art as it involved the successful use of Managerial skills like any other art such as Music painting dancing. Sculpture etc. Some points in favor of Management as an art are follows.

Use of knowledge:- Just as a Mechanical engineer follow the art of using technological science while producing something with machines a manager use the knowledge of Management theory while performing the managerial functions. He uses sound knowledge in place of hit-or-miss methods with a view to achieve results effectively.

Creative Art: - Management is creative like any other art. It combines human and non-human resources in a useful way so as to achieve results.

Personalized Activity:- Like any other art management activity is different activity or personalized activity. Every manager adopts their own way of managing things and peoples based on his knowledge and experience.

Constant Practice: - Like any other art management also based on constant practice. The managers develop their skills through constant practice. Just as artistic skills can be developed through Training the management skills can be developed through training.

Management as a profession:

Characteristics of profession:

1. **Well-defined body of knowledge:-** A profession must have a systematic body of principles, techniques and skills.
Management meets the above criteria. It is also a well-defined body of knowledge i.e. generally. Valid is a variety of organisations and situations .Management literature growing day by day. Research and consultancy firms aid managerial thinking they produce a lot of data by analysis and interpreting that data the managers can takes right decisions at right time.
2. **Formal education and training:-** Everybody cannot enter in a profession. An individual can enter in a profession only after getting knowledge and skills through formal education and training. Acquiring management education through training is possible now. A lot of institutes are set up in two decdes to turn out the good crop of management throughout the world.
3. **Professional Qualification:** - An individual can enter in a profession after obtaining a professional degree from recognized colleges, universities.
An individual can enter in a management profession by acquiring a M.B.A degree from business schools and universities.

4. **Representative body:-** A profession is regulated or represented by a professional body e.g. Medical profession is regulated by medical council of India. Professional body regulates the entry of people in to the profession issues certificate of practice and work for development of profession.

In management, there is no organization or, body of professional. Whose membership is essential to become a manager. There is no licensing of managers.

5. **Code of conduct:** - A strict code of conduct exists in every profession. Members of a profession are expected to follow the code sincerely and honestly. In management there is no universal code of conduct. Although all India management association have established code of conduct but there is no strict adherence to it.

References :

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