

Effective Management Strategies for Success: A Focus from the Ingredients of Management System

Afia Akter¹

**Assistant Professor, Department of Business Administration
Northern University Bangladesh
Email: afiaakter2014@gmail.com**

Md. Mokshud Ali²

**Assistant Professor, Department of Business Administration
Times University Bangladesh**

Abstract

With an emphasis on the elements of a management system, this study seeks to provide effective management solutions. A management system is used by an organization as a tactical plan to complete tasks and meet goals. It is based on a thorough set of regulations and laws that have been carefully analyzed. The essential components needed to successfully complete organizational operational operations are listed in the paper's instructions. Effective management entails achieving both long-term and short-term goals while guiding everyone toward the organization's vision. However, it is easier said than done. Making a management system that accomplishes the goals and preserves the equilibrium required to keep the workforce happy can be difficult for a manager. Different management strategies can be employed by organizations, but ultimately, their level of performance determines what works best. Careful planning and a framework that manages task flow are necessary for these systems. With an emphasis on the management system's components, this article analyzes a variety of academic sources utilizing a desk-based research approach and secondary data analysis to provide successful management strategies for success. It describes effective management methods by putting a focus on a management system's components. The conclusion has important ramifications for academics. International organizations can adopt some effective management techniques by concentrating on the parts of a management system. The results can aid both academics and practitioners in learning more about effective management techniques by concentrating on the elements of management systems.

Keywords: *Performance measurement, continuous improvement process, performance standard, creativity, quality process, resource planning, corporate social responsibility, Management system.*

Introduction

A management system is a tool that, when combined with well-developed processes and procedures, assures a business will successfully achieve its goals (Anderson 2005). According to the definition, a management system is essentially a strategy process used by an organization that is based on a number of directives and a thoroughly developed set of guiding principles to carry out daily operations and successfully accomplish organizational goals. The collection of recommendations relating to management systems that are offered in the study focus on the

following topics and questions: What should the process be? What tasks or components will be necessary to achieve the organizational objectives and goals? The efficiency that results from these fundamental duties enhances an organization's ability to lead successfully and achieve its desired goals. Continuous process improvement is crucial to a company's success and longevity, and a management system aids in this endeavor.

Aim of the Study

The purpose of this paper is to present the effective management strategies for success through a focus from the ingredients of management system.

Methodology

The effective management strategies for success through a focus from the ingredients of management system in this paper has presented through analyzing a variety of scholarly sources and a desk-based research approach with secondary data analysis.

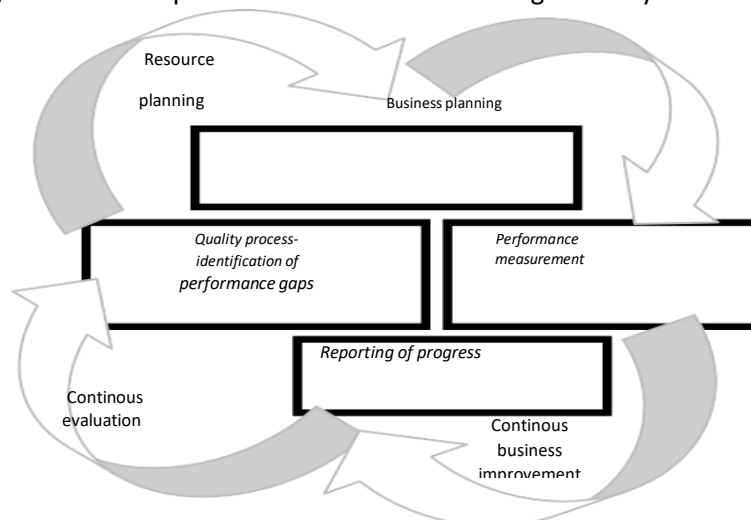
Understanding the Ingredients of Management System

The core component of management elements, which comprises of the rules for efficient performance management to produce results of industrial quality, is the focus of most management models. With regard to the primary organizational responsibilities, it is essential to have a clear vision and accurate direction in the overall management system. Establishing an organization's fundamental objectives and guiding principles—which form the basis for organizational strategic planning—is also essential (Armstrong 1986). Additionally, it functions as an input for other connected processes. Direction and "vision" go hand in hand. By making the appropriate adjustments to the corporate directions, a goal that has already been set can be adjusted further (Olson 2012). Its scope may also be significantly increased if it is necessary to boost the corporate goal's efficacy in accomplishing the target objectives. Today's sectors can already choose from more than 400 management system options to help them become corporate leaders.

Key Components for Management System Success

An efficient management system gives detailed instructions on how to analyze data effectively, create organizational objectives or goals, incorporate systemic improvements into corporate policies, and put feedback systems into place. Following a thorough examination of current management system models, the authors found that almost all of them place a strong emphasis on four crucial tasks: upholding corporate performance standards, assessing performance, communicating progress, and using quality processes to identify performance gaps.

(Figure: Ideal component combination for management system success)



Resource Planning

It is discussed how many people, resources, and support tools are required. The entire organizational process could be harmed by poor planning in this area. Offering suitable and practical support services is essential to completing organizational duties successfully.

Business Planning

It mentions the planning department, which works with the business to achieve its "customer services" goals. In order to attract the target audience, company planning requires developing more alluring and effective marketing and advertising strategies and plans. Effective marketing and advertising campaigns help businesses succeed by promoting their products, but they require careful planning.

Continuous Business Improvement Process

An effective management system may continuously profit from new advancements (Mary, Deming 1986). The ability of the board of directors or employees to carry out organizational responsibilities is one of the variables to which these advances or improvements are related. It relates to the extent to which the "continuous improvement strategy" has been successfully incorporated into the management system. In business, professionalism and outstanding leadership qualities are essential. Employees or board members may provide suggestions for leadership initiatives. The main objectives of the management system are to increase income and resources, both of which are very difficult to achieve. An organization needs to develop its revenue significantly and consistently. Having current, relevant policies is strongly encouraged in order to generate resources.

Continuous Evaluation

A management system needs to be evaluated frequently to be effective. These evaluations can be done in the following areas: sales and product, organizational general growth potential, key position holders' skill sets, and finally, a general evaluation of organizational procedures (Haller, H.S 1993). To protect the organization's reputation and provide room for potential systemic expansion in the future, the management system permits these evaluations when needed.

Effective Management Strategies for Success

Communicate Effectively

Effective communication is the most crucial component of effective management, but it can only happen if someone is paying attention. Communication is a two-way street, so when people listen to them and respect their opinions, they will do the same. They may develop dependable relationships with their staff when there is open communication within the company. It improves both their perception of their own value and their capacity to contribute to group objectives.

Time Management

Having flexible schedules and giving enough time to complete checklists are only the tip of the iceberg when it comes to time management. It also means giving them the greatest job advice and enough time to overcome their obstacles. Projects may occasionally make it impossible to enjoy the luxury of time. Calling team meetings in such circumstances is crucial so that everyone can talk about how to do the task within the allotted time. It would promote effective time management in addition to good teamwork.

Delegating

The goal of task delegation is to break up the team's workload into manageable portions. Supporting the team members' advancement, growth, and development is also achievable, but managing the group with the right tasks is essential. Since each person has different strengths and weaknesses, choosing the right career is crucial. If a manager has a full understanding of each employee's abilities and goals, they can assign tasks that will ultimately advance that

person's professional development. The secret is to maximize individual potential while enhancing team effectiveness.

Problem Solving

Long-term, issues and difficulties are unavoidable. If efficient management is in place, daily operations will involve resolving challenges independently and without any hiccups. Being on the same page will make it simpler to understand the issues and move swiftly toward practical solutions. Building team trust and establishing realistic goals for each team member is the first step in problem solving. Once a team has gained each other's trust, it is easier to coach them and prepare them to take the lead on new challenges.

Building Transparency

Management can only be successful and effective when there is open communication among the employees of the organization. Additionally, managers need to be open and truthful with the people on their teams. If someone shares all relevant information with the team, they have a better chance of earning their trust and loyalty. Pick the best time to break news and exercise extra caution to keep the employees' attention.

Culture of Feedback

Businesses have gained from using effective feedback, which has increased productivity. It is true that many employees begin to lose interest in their work when their superiors provide them little to no feedback. Employees can work within their areas of strength and weakness if someone gives them the feedback they need. They will thus develop greater expertise in what they do. The importance of a feedback culture for employees, society at large, and the business in particular cannot be overstated. It strengthens management's hierarchical structure, promotes morale, and increases output.

Research implications/limitations

The conclusion has important ramifications for academics. International organizations can adopt some effective management techniques by concentrating on the parts of a management system. The main drawback is that it's possible that some significant studies went undetected. There are also certain time restrictions.

Conclusion

It is obvious that any industrial organization needs robust and well-designed management systems in order to maintain high-quality and sustainable company continuity in the future, given the increasing industrial competitiveness and the global economic crisis. A management system needs the proper basis and adequate time to operate effectively. It cannot be implemented immediately or within a month. Effective managers help their teams succeed more by pointing the team members in the proper direction. As a result of employees being more driven to support the organization's mission because they can see how it will benefit them in the long term, tasks become simpler to perform and employee engagement increases.

References

- [1] Anderson, C (2005). How to Build Effective Management Systems, Bizmanualz, January 26, 2005.
- [2] Armstrong J. S., (1986). "The Value of Formal Planning for Strategic Decisions: A Reply". *Strategic Management Journal* 7: 183–185.
- [3] Haller, H.S (1993). *Managing with profound knowledge: A management process based on the Deming management theory*. Harold S. Haller & Company.
- [4] Mary W., Deming W. E. (1986): *The Deming Management Method*, Penguin Group, pp 138-139. (Accessed on 2008-10-11).
- [5] Shamim, M. I. (2022). Exploring the Success Factors of Project Management. *American Journal of Economics and Business Management*, 5(7), 64-72.

[6] Erica Olsen (2012). Strategic Planning Kit for Dummies, 2nd Edition. John Wiley & Sons, Inc.
