



**THE BEST MANAGEMENT PRACTICES AND METHODOLOGICAL  
IMPLICATIONS IN INDIA**

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**ABSTRACT**

*Indian management practices are the best practice in Human Resource Development. However, the research into the effect of the best management practices and methodological implications should follow popular management concept such as effective management of stakeholders, better two way communications, benchmark recruitment practices including wages based on seniority and retirement plans and benefits, training and development programmes, single Union systems, consultative decision making and suggestions schemes. As the Eastern Management Practices such as Mahabharatham, Ramayanam and Thirukkural have paved for between management practices leading to better employer\_employee relationship and reduce the attrition rate and increased productivity of the company. These would make in the HR practiced and effective model that could be emulated by others. Keywords: Human Resource management, Quality management, Talent Management, Stress free environment, Trade Union and Employees welfare*

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### INTRODUCTION

In examining the construct of Management practices are to Innovation is very most powerful for creating new ideas about the employees, developing new strategies and technology, for international national level in Indian management systems and also arising out of the stakeholders that interact with and within an organization, environments and strategic choices, and the variation of performance over time. All management must develop the three set of components, like conceptual, technical and human is the most powerful instruments of success management. The conceptual relationship between management and employee's morale, the management should provide the facilities and benefits among the rewards and awards about the performance of the workers.

### CO-ORDINATION

Managing the human activities for the best challenging for time beings to began to end of the social organizations to accomplish aims and objectives and they could not accomplish as individuals, managing has been essential to ensure the coordination of individual efforts. So the management continuously relied on facilities and benefits providing continually take some efforts, so many organized groups have become large task to increasing employee benefits. Hence, the management should best practice about the there are three components is very essentially these are technical, human conceptual and to ability into solve the problems.

To view new ideas, new technology, training and development courses in all the management companies and also view on talent management in best practice about

the HR experts Goal reaching in success management in top companies in India.

The following diagram will be illustrated, the best management practices in India.



Thus, management refers to the development of bureaucracy that derives its importance from the need for strategic planning, co-ordination, directing and controlling of large and complex decision-making process. Essentially, therefore, management entails the well two way communication, more wages incentives and attractive retirement plans.

### OBJECTIVES OF THE STUDY

To understand the best management practices adopted by Indian Corporates.

To inquire into the various aspect of strategic HR practices.

To suggest suitable ways and means of effective HR Management



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### Management Practice

In the Japanese management depend upon the mass inspection, build quality along with price, improve constantly and forever every process planning, production and service institutions in modern methods of training on-the-job for including management and institute leadership aimed at helping people to create more employment opportunities, encourage effective two-way communication, break down barriers between departments and staff areas; eliminate exhortations for the workforce –they only create adversarial relationships eliminate quotas and numerical targets; remove barriers to pride of workmanship, including annual appraisals and Management by Objectives, encourage education and self-improvement for everyone and define top management’s permanent commitment to ever improving quality and productivity and their obligation to implement all these best practices.

### REVIEW OF LITERATURE

**Cameron & Whetten**, (1983), “The Management Theory Revisited”, in Academy of Management Review, States that the Management research in general and strategic management research is more specifically and emphasizing the central role of accounting, financial, and stock market outcomes. To simplify this discussion and remain consistent with the usage in the literature, we will distinguish between organizational effectiveness and organizational performance.

**Pierre J. Richard**, Timothy M. Devinney et al, (June 2009) analyzed on Measuring Organizational Performance: Towards Methodological Best Practice, in

this review identifies that any study that claims to address organizational performance must include strong theory that addresses two key issues: (a) the dimensionality of performance (i.e., establishing which measures are appropriate to the research context) and (b) the selection and combination of performance measures (i.e., establishing which measures can be usefully combined and the method of doing so).

**Gregory M. Kerr**, Gary I. Noble et al, (2008) in the case study methodology in place management research and practice, to the establishment of place management as a discipline with a strong academic and practitioner foundation. This can be done by ensuring that there is discipline specific theory development and tested at both academic and practitioner levels. The beneficiaries of sound and defensible research will not only be the increasing number of members of the place management discipline but also, the places and people who will gain from the application of the knowledge and practice of place management.

### Effective organisation

Generally, the Organizational performance arises in three specific areas of management outcomes: (a) financial, performance that is profits, return on assets, return on investment (b) product market performance based on sales, market share and (c) shareholder return that is total shareholder return and economic value added. Organizational effectiveness is wide and captures organizational performance plus the plethora of internal performance outcomes normally associated with more efficient or effective operations and other external measures that relate to



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considerations that are broader than those simply associated with economic valuation either by shareholders, managers and customers.

### **Productivity**

Finally, the organization is an open system that operates within and interacts with the environment. The systems approach to management includes inputs from the external environment and from claimants, the transformation process, the communication system, external factors, outputs, and a way to reenergize the system. No doubt, a manager who makes serious attempts to translate theory into reality is bound to increase productivity more than a manager who chooses to use the 'fire brigade' or trial and error approach.

Green S (2005) says it is likely that a place whose major stakeholders see place management as being solely a government function will be unlikely to maximize the yield which may be delivered by a holistic place management approach.

### **Methodological implications-Eastern Management Practices**

Over the last two decades, Japan has the most powerful in the whole world in the best management practices. The success of these practices has enabled Japan to achieve economic growth. In India the management schools set up in India have a strong American orientation but, industrial enterprises to follow the Japanese technology and some adaptations are Japanese management style.

In their study entitled Japanese management Michael White and Malcolm Trevor say, 'the Japanese management systems aims at high performance and

creating production systems which ensure timely delivery of quality goods, package of life time employment, seniority based payment systems, elaborate welfare provisions, lifetime training, constant job rotation and collective decision making. So Indian reputed and all managements are following in this way of practices.

### **CONCLUSION**

The research study comes out of only the managements are adopted well-structured new HR Practice for the above based on the systems, the company says, to "address long-standing requests from to attaining goals and to help them build their skills, and prioritize and align their HR strategies with the business to deliver the greatest return."

### **ACKNOWLEDGEMENT**

The author acknowledges the knowledgeable inputs from Thiru. V. Chandrasekaran Founder, Sri Vidya Mandir Educational Institutions, Uthangarai, Tamilnadu and Dr. K. Jayaraman, Associate Professor of Economics, Periyar University, Salem-11.

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