

## DIRECTING

**Meaning:** Directing is the process of activating human resources to achieve the objectives of the business. The word directing literally means moving into action.

According to **Earnest Dale**, "Directing is telling people what to do and seeing that they do it to the best of their ability."

### Characteristics of Directing

1. **Initiates action** – Directing gives a starting for all actions in the management.
2. **Pervasive** – This function takes place wherever superior – subordinate relationship exists, i.e., in all the levels of management.
3. **Continuous process** – It carried out through the life of the organization.
4. **Flows from top to bottom** – It implies that managers can direct the subordinates.

### Importance of Directing

1. **Directing initiates action** – Through direction management conveys and motivates individuals to perform in the desired way to achieve goals.
2. **Integrates employees' efforts** – It is very necessary to coordinate and integrate the activities of all the people in the organization. If their efforts are not integrated properly, the business cannot achieve its objectives successfully.
3. **Means of motivation** – In order to get the best result from business, it is necessary to motivate the workers to contribute their best and it is possible through proper motivation.
4. **Provides stability and balance in the organization** – Direction coordinates and integrates the individual goals and organizational goals so as to achieve maximum results. Effective leadership, supervision, motivation and communication provide stability and balance in the organization.
5. **Facilitates changes in the organization** – Business environment is highly flexible and changing, most of the employees prefer to remain indifferent to new ideas and techniques and unwilling to implement changes. Only through effective direction and motivation they will be induced to accept changes and challenges of their job pleasantly.

### Principles of Directing

There are certain principles of directing process which are of great help to managers, which are as follows:

1. **Maximum individual contribution** – Directing helps every individual to contribute their maximum efficiency as there is an element of motivation.
2. **Harmony of objectives** – It helps to remove the conflict between employee's objectives and organization's objectives. For instance, employee expects more salary while organization expects more efficiency, the gap between these two may be reduced with the help of directing.

# Chapter 18 Directing For Content

**RC Schank**



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