**Sociology of Management**

Management is a composite discipline. It needs the knowledge of many branches of studies viz, Psychology, Sociology, Anthropology, Commerce and other social sciences, out of which knowledge of sociology comes at the forefront. A manager should always be a social man. Society teaches us more than books. Society gives us experience and it is rightly said that knowledge leads us to know the words but society tells us the meaning of the words.

A man is a social animal. The question is whether all men are social or not. There shall be some exception as usual. I have to say that socialism decrease as status and standard increases. How many bosses consider their subordinates as human beings? Socialism gives rise to social consideration which gives rise to maximum interaction for taking ultimate decision.

Many managers are talkative in nature and they often are on rounds in their organisation. They go at different work stations, interact with their subordinates & take their ideas. This way they get more & more practical knowledge. The other type simply sit in their cabin most of the times & find reluctant to interact with their subordinates.

We can purchase the time of the subordinates & not their zeal & enthusiasm towards work. This task is somewhat difficult. Creating enthusiasm & zeal towards work within the subordinates is a challenging task for the managers.

There is an important quotation of Carlyle, “work can be done well when there is a will to do it”. Work is a type or phenomenon which requires willingness & devotion. A skilled craftsman pours in his work his zeal & devotion.

I would like to quote an episode, I had witnessed once. I was sitting in the cabin of an administrator & suddenly a subordinate comes in for some work with a file in his hand. The boss after going through it got so enraged that he scolded him & threw the file away. There were other visitors sitting there and watching this. All the pages were scattered on the ground which the man began collecting and being very disheartened left the cabin soon. I could not bear the incident & later talked informally about the incident to his colleague who was incidentally happened to be a friend of mine.

I could not take this incident out of my mind & thought on this far about a week. After a gap of almost two weeks I happened to meet one of my close relative holding a top government post. I met him at a small restaurant where he was accompanied by his subordinate during his recess. I asked him why he had been in the company of subordinates. He said that they were not his subordinates but friends who worked for him.

Socialism leads to broad mindedness & a vision for development of others. The concept of HRD is not just to give living wages but to touch the heart of the subordinates so that they will feel a sense of belongingness & team spirit. The manager or administrators who are social are always respected, irrespective of whether they are on post or retired.

A manager cannot be friendly to his subordinate by virtue of his designation. Some jobs describe him to be isolated to some extent so as to maintain secrecy of some or the other sort. However, efforts should be made to see that the subordinate speaks freely to him so that a proper understanding of the task can be made.

Value of life is like this. Avail every facility to be people friendly. A social man is the national asset as his behaviour reflects in getting quality work done from others that too with zeal & enthusiasm.

Dr. K.S. Kadu

Professor, CIBMRD

Nagpur

[kailaskadu@yahoo.com](mailto:kailaskadu@yahoo.com)

9850341456

**Date:18/10/2012**