

The role of the manager in the effective management of organizational performance

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Abstract: *An organization operates its activities according to the strategy of the upper and lower label managers for increasing and developing the productivity of the company. A manager has so much responsibility for the development of a company. For developing the efficiency of the employee and enhance the productivity of the workplace, Manager's play important roles and responsibilities for controlling the whole management of the organization. Without their effort, the organization can't be able to enhance the productivity of the organization for running their business in the marketplace efficiently. There has been discussed about the roles and responsibilities of the managers in an organization and this assignment also covers so many strategic decisions of the managers for developing the activity of an organization.*

Keywords: *Organizational Performance; Management Roles; Leadership Development*

1. Introduction

An organization can run with the efficiency and effectiveness of the management. Development and controlling of the growth label of an organization totally depends on the role of a manager and his/her efforts helps the organization to meet with the organizational goals and objectives efficiently (McLean, 2005). The managers of HR takes responsibly of the employees to groom and develop them ethically and psychologically. They motivate the employee to boost up for giving better output for the organization. The company needs HR managers to manage the employee in the right place of the right person. An organization has a different type of stage to complete the mission and vision of the organization and all the manager of the selective department helps to meet the goals efficiently and effective or it can't be possible for fulfilling the requirement of the desired objectives of the organization. There has been discussed about the role of the different labels of managers in effective management for developing the performance of an organization continuously and effectively (Kevin R. Murphy, 2018).

2. Integrated Managerial Roles in Enhancing Organizational Performance Management

2.1 Managers Role in the management of the organizational performance

Top Managers plays an important role in managing organizational performance. They lead the whole organizational process for managing and controlling the whole activity of the organization. They are busy with setting the objectives of the company's development and they arrange whole modules of their employee to fulfill the goals and objectives. Their responsibility depends on the designing capability for the organizational structure of the managers of the top label. Their performance and policies lead the company's future in the marketplace (Marc Effron, 2010). Top managers play vital roles in managing the lower label manager or line managers for getting the best output from the employee of the organization. They help to achieve business goals and helps to ensure the quality of the organizational behavior. They also try to enhance the productivity of the workplace for the development of the organization (Thomas G. Cummings, 2014). Managers of the top labels are tried to increase the performance for the better quality and ensure the following criteria for the betterment of the organization as follows,

- a) By developing the communication between the customers and the employees of an organization.
- b) By ensuring the proper output of the organization to enhance the productivity and efficiency of the organization.

- c) By setting the goals and objective with the proper plan of timing and managing of the employee.
- d) By encouraging and developing all labels of employees for ensuring the better future of the organization.
- e) By playing the important role of continuous progression of the workplace and also for the development of the employee's skill as well.

An example can be shown of the Infosys Technology Ltd. And his leader. His name is Mr. Narayan Murthy who was very committed to his work and very efficient person to manage the world leading company around the world (Murthy, 2010). He was the best for his managing skills and managing capabilities to the employee of the organization. His success was concerned for his relentless work and strategy to develop the company gradually. He has gotten the best reward for his strategical success and leads the company with his powerful wealth responsibilities to his employees. He was tried and success for introducing the best rewarding policies to the employee of an organization. He was very open and friendly to his employees for sharing his knowledge and ideas openly for achieving the organizational goals properly and efficiently. He established an institute for the leadership in Mysore and he was successfully run his institute for grooming the future leaders around the world to take challenges and opportunities for any of organization of all over the world (Rabi S. Bhagat, 2017).

2.2 Line Managers Role in the management of the organizational performance

Line managers also play an important role in managing the lower label employees and are so much responsible for developing the skills of the employee of the production line. He/she has the responsibility to take care of the employee of the line and to try for getting better and quality output from the line. Proper balancing of the line is a very important part of any organization because the line of an organization is greatly responsible for the quality output of an organization. So, line managers have a vital role to motivate, train and develop the employee of a line of the organization for improving the organizational growth gradually (Ronan Carbery, 2015). Their performance and policies lead the company's future in the marketplace. The line managers enact with the HR policies and they play a very important role to control the quality output from a line of an organization. They also are busy with finding the managerial process to apply properly for the better output and managers lack their performance to require skills of the employee. They have some limitations to run a line of the organization and there has given some as follows,

- a) They work after getting an order from the top labels of the manager.
- b) They are informed of their responsibility by their top labels managers for evaluating the performance of the management.
- c) They maintain the simplicity of managerial performance in the overall activity of the organization.
- d) They are reviewed annually and top managers' tries to reduce their pressure for managing their lower labels employees by taking unique strategies for the performance of the management.

2.3 Employees Management Role in the management of organizational performance

Employees are the part and parcel for any organization and the company can make the revenue for the effort of the employee (Kearns, 2010). They are responsible for the entire performance of the organization and they need to play an active role in running the activity of an organization. Managers of the organization help to achieve and fulfill the whole operations properly and they are so much responsible for the development of the organization. The company needs to have better and efficient managers to take challenges for the company and they are so much committed to developing the organizational goals efficiently. The employee management by the top or lower label managers is greatly responsible for the development of the organization. Development of the employee's skills is greatly dependent on the managers of the organization to enhance the performance of the organizational activity. So, the employee needs to be trained by the managers or selective employees for the betterment of the future business in the competitive market (Mello, 2014).

2.4 HR Managers Role in the management of organizational performance

Human Resource managers also play an important role in the development of organizational growth.

The managers of HR takes responsibly of the employees to groom and develop them ethically and psychologically. They motivate the employee to boost up for giving better output for the organization. The company needs HR managers to manage the employee in the right place of the right person. It helps the organization to take high labels of productivity from the employee in the organization. The managers of HR takes responsibility to manage the whole productivity of the organization and also helps the company to follow all policies of the government in the location of the organizational activity. HR managers' strategy helps the company to take challenges of the globalization and their strategy makes the challenges into the opportunities for the organization. They remind the activity of the organization to make the proper uses of cost and time. This department is connected with the major functional activity of the organization and their effort helps the company to get the better output of the workplace.

There has given some of the responsibility of the HR manager as follows,

(1)Development and planning of the participation: The managers of HR takes responsibility to manage the whole productivity of the organization and also helps the company to follow the all policies of the government in the location of the organizational activity. The HR managers of the organization help to develop the plan and other activities by participating with unique ideas and business analysis. They try to participate in all the development program of the organization by managing the employee by placing the right people to the right place (Meenakshi, 2009).

(2)Providing career assistance to the employees: They provide career assistant to the employee for the betterment of the employee and as well as for the organization. They try their best for supporting employees to enhance their skills for getting better output from the employees. They try their best to get better output from the employee for the betterment of the company.

(3)Recruiting and finding effective employees: The HR managers also try to recruit the best employee for the company and pick them for the right place of the organization. They recruit the employee and train them and motivate them for making them part as the organizational functions. Their effort for the employee can make a good and smart employee for the right place and right person. It helps the organization to make the growth label efficiently and effectively for the organization.

(4)Leadership skills: The HR managers have great leadership skill for managing and controlling all the employee of the organization and they try their best to enhance the productivity of the organization. Their leadership skill helps the organization to make a good and better environment at the workplace and they also ensure whole facilities for the employees according to the company's policy and also according to the act of the labor law (Landskroner, 2002).

(5)Advocate for employees: Their effort for the employee can make a good and smart employee for the right place and right person. It helps the organization to make the growth label efficiently and effectively for the organization. They also try their best to advocate the employee for the betterment of the employee and they try to develop and train them at any situation for the betterment of the organization (Meenakshi, 2009).

(6)Support for the victims and domestic violence: The HR managers also try to support the victims of the organization by providing proper evidence and proof (Robert Gatewood, 2015). They manage all kind of conflicts in the workplace and try to motivate them for the betterment of organizational development. They support the employee for keeping the environment safe and sound for all the employee in the organization and develop organizational activity very productively.

(7)Ensure a good environment: The HR managers of the organization ensure the good environment at the workplace and it helps the organization to keep the growth label of the organization continuously. And, they develop the employee's mind and skills by providing innovative lecture and motivation for working their responsibilities very attentively. Their effort for developing the organizational performance very remarkable and they are the great part of the organization to increase the growth label in the marketplace gloriously(Mello, 2014).

3. Performance Development Planning & Individual Development through Performance Management

Performance of the manager should be developed gradually and ethically for achieving the organizational goals and objectives properly. It helps the company to utilize the proper uses of time and resources for the betterment of organizational growth. Performance of the management may enhance

by the efficient managers of the company (Bhattacharyya, 2011). The company also need to have a plan for the development of the managers along with the development planning of the employee. The performance of management may be developed by the corporate goals of the selective upper or lower label managers of an organization. The framework of the managers helps the company to achieve organizational objectives and goals gradually. Managers and employees both are connected with the development of the company and both are trying to meet the organizational goal for fulfilling the expectations of the organizational performance.

There has been given the planning of the performance development and individual development through the performance management of an organization from the below,

(1) Role of the Profiles: It defines the competencies of the job-related behavior of the organization and key result of the company are developed by the line managers or and every individual of the employee. All employee and managers need to develop individually for developing the performance of the management. Role of every profile should be completed with sincerity for developing the performance of the organizational growth (Scales, 2011).

(2) Setting Objectives: Managers need to set specific goals and objectives for the development of the organization. Objectives are linked with the strategical decisions and mission and vision of a company depends on the performance of the employee (Rollo, 2009). It helps the planning of the managerial decisions and it can't be compromised or negotiable for changing any of steps of the setting decisions.

(3) Measurement of the Performance and Assessment: Managers need to ensure the entire report of an employee of the performance measurement. The major goals of the organization need to be evaluated properly and also manager needs to share their knowledge and ideas with the line managers and the employees of the organization to enhance the productivity of the workplace.

(4) Planning of the performance: Performance of the management depends on the strategical decisions of the top labels manager and proper plan for developing the performance helps the organization to increase the productivity of the organization. Performance of the planning's outcome is greatly dependent on the management and improvement of the organization. It helps to boost the employee to execute their designed plan properly and effectively (Kearns, 2010).

(5) Plan development: A successful plan can change the whole scenario of organizational development. So, a proper plan and its development are greatly dependent on achieving the organizational objectives and goals efficiently. Planning development helps the organization to get better output for the organization and manager ensure the proper design and development of the organization. Plan can be developed by the support of the manager and plan's aim will depend on the set policy and requirements of the manager to enrich the productivity of the workplace of the organization.

(6) Agreement of the performance: This kind of issues helps the organization to define the value of the corporate responsibilities. All the measurement of the performance, knowledge, skills, and abilities helps the organization to execute the individuals' development plan of the organization (Murthy, 2010).

4. The Importance of Organizational Effectiveness

Organizational effectiveness is very important to run efficiently and effectively. It helps the organization to manage the employee sincerely and it also helps to make more revenue than the regular organization. The effectiveness of the organization helps the company to make a proper environment for the company and also helps to ensure a better workplace for the employee (Ivan T. Robertson, 2003). An organization can be influenced by three managerial factors for the effectiveness of the organization and these are given as follows,

(1) CEO of the Company: The CEO of the company need to attend the all kinds of activities especially for the planning and he/she need to make sure the all the activities of the organization are running well. He/she has a great responsibility to achieve the organizational goal efficiently and effectively.

(2) Relationship between Manager and Subordinate Manager: Relationship between all the employee and the manager in the workplace need to developed and strong relationship between the employee and manager help the organization achieve organizational goal efficiently and effectively. A good relationship between employees can make a productive environment in the workplace for achieving the organization goals individual or group wisely.

(3)The Manager: Manager has a great responsibility to control the whole activity along with employees to achieve the mission and vision of the organization. Managers need to ensure the whole activity of the organization and it enhances the productivity of the organization. An organization run with the productivity of the organization and its effort depends on the organizational activity to run and control the organizational development. Manager can create a plan and control the employee with his/her unique ideas for the betterment of the organization and without their strategy company can't be able to achieve their goals and objectives effectively and efficiently (McLean, 2005).

5. Leadership Development and Performance Management

The company needs to arrange many leadership programs for increasing the performance of the management and the company can increase the development growth if the environment of the workplace is safe and sound for the employee. The manager of the organization is the key part of any development in the local or global market. Performance of the management may enhance by the efficient managers of the company. The company also need to have a plan for the development of the managers along with the development planning of the employee. The performance of management may be developed by the corporate goals of the selective upper or lower label managers of an organization. They are busy with doing the unique plan for the leadership development of the organization and they manage and control the company very responsibly for their relentless effort for the organization (Bhattacharyya, 2011).

6. Conclusion

An organization has a different type of stage to complete the mission and vision of the organization and all the manager of the selective department helps to meet the goals efficiently. Managers of the organization help to achieve and fulfill the whole operations properly and they are so much responsible for the development of the organization. The company needs to have better and efficient managers to take challenges for the company and they are so much committed to developing the organizational goals efficiently. And, employees are the great part of an organization and they need to be trained by the managers or selective employees for the betterment of the future business in the competitive global market (Meenakshi, 2009). If the roles and responsibilities are followed properly and effectively, then it ensures that the organizational performance will improve and enhance the productivity of the workplace and environment decoratively.

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