



Introduction to management

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ABSTRACT: This article presents the fundamentals of management, discussing its historical evolution, its central concepts, and its importance in contemporary organizations. Management is essential for...

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Based on the works of Chiavenato, Peter Drucker, and Henry Mintzberg, the text analyzes the main administrative functions, the challenges faced by managers today, and the skills necessary for effective leadership. Issues such as innovation, strategic decision-making, and [other topics] are also discussed.

Adaptation to a dynamic and globalized environment. The goal is to provide an introductory, yet critical, understanding of management and its application in different organizational contexts.

Keywords: Management; administration; leadership; planning; performance.

ABSTRACT: This article presents the fundamentals of management, discussing its historical evolution, core concepts, and importance in contemporary organizations. Management is essential for achieving organizational objectives efficiently and effectively. Drawing on the contributions of Idalberto Chiavenato, Peter Drucker, and Henry Mintzberg, the text analyzes the main administrative functions, the challenges managers face today, and the competencies required for effective leadership.

It also addresses issues such as innovation, strategic decision-making, and adaptation in a dynamic and globalized environment. The aim is to provide an introductory yet critical understanding of management practice and its application across different organizational contexts.

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INTRODUCTION

Management is an activity present in all human organizations, being essential for...

Coordination of resources and achievement of objectives. Since ancient times, the need to organize

Collective work has driven the development of administrative practices. With the advancement of

With industrialization and globalization, management has become a structured discipline, with theories,

established methods and practices.

Understanding the fundamentals of management is essential for any professional who wishes to work in the field.

effective management skills in organizational environments. Furthermore, knowledge of management allows one to cope effectively in organizational settings.

Contemporary challenges, such as rapid technological transformations and global competitiveness.

and the need for continuous innovation. This article aims to present an introductory overview.

from the perspective of management, addressing its main functions, theories, and contributions to organizational performance.

MANAGEMENT AND ITS IMPORTANCE

According to Idalberto Chiavenato:

Management comprises four basic functions: planning, organizing, directing, and controlling. Planning involves defining objectives and choosing the means to achieve them. Organization refers to the structuring of resources and tasks. Direction implies leading and motivating people, while control evaluates the results achieved. These functions are interdependent and form the basis of modern management. (Chiavenato, 2003)

Peter Drucker adds:

The manager's role goes beyond technical tasks. They must assume responsibilities. Strategic, promoting innovation, and managing people with empathy and efficiency. Drucker emphasizes the importance of transforming information into action, that is, making decisions based on data and knowledge. (Drucker, 1998)

For him, effectiveness is more important than mere operational efficiency. Henry Mintzberg, for his part.

In turn, it proposes a more practical approach to management.

Ten roles played by managers are identified, grouped into three categories: interpersonal, informational, and decisional. This view shows that management is a dynamic process, subject to constant improvisation and adaptation, which requires behavioral and technical skills from professionals. (Mintzberg, 2010)

With the advancement of technology, new demands have arisen. Digital transformation requires managers to...

Be prepared to handle complex systems, make real-time decisions, and lead.

Diverse and multicultural teams. Furthermore, social and environmental responsibility has become integrated.

the responsibilities of strategic management.

Contemporary managers need to develop skills such as emotional intelligence,

Assertive communication and critical thinking. People management, for example, is no longer just about...

An operational function to become a key factor of competitive advantage. Investing in capital.

Human beings are now one of the pillars of organizational success.

An analysis of the fundamentals of management reveals its transversal importance in any organization.

Studies by Idalberto Chiavenato, Peter Drucker, and Henry Mintzberg show that effective management does not depend not only on technical knowledge, but also on human skills and a vision.

Systemic. Organizations that adopt data-driven management practices, planning Strategic and participative leadership tend to yield better results, both financially and professionally. social.

In practice, companies that invest in management training, innovation, and continuous improvement They are better able to adapt to changes and meet market demands. The integration between Planning and execution, combined with valuing people, creates an environment conducive to... sustainable organizational development.

CONCLUSION

Management is an applied science that directly influences the performance and well-being of organizations. being of its members. Based on the approaches presented by Idalberto Chiavenato, Peter Drucker According to Henry Mintzberg, a manager must possess both technical and human skills. conceptual frameworks for effective action.

The challenges of the digital age, globalization, and social change demand a new leadership profile. capable of reconciling productivity and social responsibility. It is concluded that continuous training in Management and the adoption of good administrative practices are fundamental to the success of organizations. in the 21st century.

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