

“Management is the art of getting things done through the efforts of other people” — Explain and Illustrate

1. Introduction

Management is one of the most important aspects of any organization. It involves **planning, organizing, directing, and controlling** the activities of people to achieve desired goals efficiently and effectively.

The statement *“Management is the art of getting things done through the efforts of other people”* highlights that managers achieve results not by doing all the work themselves, but by guiding, motivating, and coordinating the efforts of others.

2. Meaning of the Statement

- The statement emphasizes that **people are the central element in management**.
 - A manager does not perform all the tasks personally but **delegates responsibilities**, provides direction, and ensures that team members work efficiently toward common objectives.
 - It shows that management is both an **art** (requiring personal skills, creativity, and judgment) and a **process** (involving systematic coordination of activities).
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3. Explanation

(a) Management as an Art

- Like an artist, a manager uses **experience, knowledge, and creativity** to handle people and situations effectively.
- Every manager applies personal judgment and leadership style to motivate employees and solve problems.
- Thus, management is considered an art because it requires practical knowledge and skill in dealing with people.

(b) Getting Things Done

- The primary responsibility of management is to **achieve organizational goals**.

- Managers plan and organize tasks so that objectives can be achieved with minimum effort and resources.

(c) Through the Efforts of Other People

- This part highlights the **human aspect** of management.
 - Success depends on how well a manager can **inspire, direct, and coordinate** others' efforts.
 - Managers work **through subordinates**, assigning duties, providing motivation, and creating teamwork.
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4. Illustration / Example

- Suppose a **school principal** wants to improve the quality of education.
 - The principal cannot teach every class personally.
 - Instead, they **delegate work** to teachers, set clear objectives, **motivate** staff, provide necessary resources, and **monitor performance**.
 - The improvement in results is achieved **through the collective effort** of teachers and students — directed by the principal's management.
→ Thus, the principal *gets things done through others*.

Similarly, in a company, a **manager** achieves production targets not by operating machines but by **guiding workers**, ensuring proper coordination, and providing leadership.

5. Conclusion

In conclusion, **management is truly the art of getting things done through the efforts of other people.**

It combines human skills, leadership, and coordination to ensure that all members of an organization work harmoniously toward common goals.

A good manager converts **individual efforts into collective success**, achieving results efficiently and effectively.