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Topic : Control

Subject : Principles and Practice of Management

The concept of controlling involves the process of an assessment of an organisation's progress. With proper control, an organisation can achieve its organisational goals. In controlling, managers monitor how a plan is implemented. If things don't go according to plan, they make necessary corrections. This helps in rectifying deviations from the original plan. This is why controlling is one of management's most important goal-oriented functions. It facilitates the comparison of the actual performance with the organisation's standards. Keep on reading to know more about the concept of controlling. This way, you will come to know about the objective of controlling.

Features of the Concept of Controlling :

The features of the concept of controlling are as follows:

- It elicits planned results from the various employees. This lets managers exercise good control over the activities of employees
- It is a goal-oriented function in nature
- Measurement of the progress of activities is possible with the concept of controlling
- It helps identify deviations; this way, corrective action can be initiated
- Controlling ensures that the organisation is moving towards its set goals and objectives
- All levels of management will have controlling in one form or another. As such, it is a pervasive function
- It ensures the completion of the cycle of the management process
- This is a function that is both forward and backwards-looking. It serves as the basis for improvement for the future. This shows its forward-looking nature. In contrast, it measures current performance with past standards. This shows its backwards-looking nature.

Objective of Controlling :

Below are the various objectives of controlling:

- To ensure that the performance of activities takes place in accordance with the standards that have been predetermined
- To improve the operational efficiency of operations by avoiding unnecessary actions
- To ascertain the correct action to take with the least amount of costs, effort, and time

- To have an understanding of what is happening in the organisation
- To unite the various diverse efforts of employees towards a single goal.

Importance of Controlling :

The importance of controlling can be understood from the following points:

- It increases the motivation of employees. Controlling helps in guiding the employees throughout the process. As such, it is much more than merely giving orders. It allows the managers to understand the needs and requirements of the employees
- With controlling, managers can check whether employees are working with proper dedication or not
- Efficient use of resources takes place due to controlling. It allows the management to utilise the organisational resources in the best possible manner.
- Controlling ensures an atmosphere of discipline in the organisation. This way, management controls the workers' actions to allow managers to seek maximum output from them
- It makes possible coordination of action. With controlling, the cooperation of the different employees becomes possible efficiently. Controlling establishes communication between people working in different departments of the organisation
- Controlling helps in making the right judgment decision about the standards. The standards cannot take place quickly over a short period. The manager must make sure that the standards are set after a proper evaluation of the past performance, organisational capacity, resources available, and the market condition. This can all be done by exercising proper control of the working in the company.
- Controlling aids in the accomplishment of organisational goals. It allows managers to enhance the performance of the team. This, in turn, increases the profitability of the organisation.

Conclusion :

The concept of controlling involves an assessment process regarding organisational progress. This way, an organisation can achieve its organisational goals. Here, managers monitor the implementation of plans and take necessary corrective actions. It is a very important goal-oriented function of management. Make sure to study the various features of controlling. Finally, pay attention to the objectives of controlling and its importance.