

d) Taking Corrective Actions:

After actual performance has been measured compared with established performance standards, the next step in the controlling process is to take corrective action, if necessary. Corrective action is managerial activity aimed at bringing organizational performance up to the level of performance standards. In other words, corrective action focuses on correcting organizational mistakes that hinder organizational performance. Before taking any corrective action, however, managers should make sure that the standards they are using were properly established and that their measurements of organizational performance are valid and reliable.

In this sense, it seems a fairly simple proposition that managers should take corrective action to eliminate problems – the factors within an organization that are barriers to organizational goal attainment. In practice, however, it is often difficult to pinpoint the problem causing some undesirable organizational effect.

Advantages of the Controlling Process

There are many benefits among the most important of these:

- a) Control activities can create an understandable emphasis on short-term production or operational long-term production.
- b) Control activities can increase employees' frustration with their jobs and thereby reduce morale. This reaction tends to occur primarily when management wants too much control.
- c) Control activities can encourage the falsification of reports.
- d) Control activities can cause the perceptions of organization members to be too narrow for the goals of the organization.
- e) Control activities can be perceived as the goal of the control process rather than the means by which corrective action is taken.

Requirements for Effective Controlling

The requirements for effective controlling are:

a) Control should be effective in all circumstances.

This means that all control techniques and systems should reflect the plans they are designed to follow. This is because every plan and every level and phase of an operation has its control requirements.

b) Control must be effective in individual managers and their responsibilities.

This means that controls must be related to the personality of individual managers. The

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Kjeld Schmidt



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MISHRA,2024-09-08 In the process of writing this book I drew upon my extensive experience and passion for teaching software engineering My objective was to present the material in a clear and accessible manner ensuring that the concepts and techniques of software engineering are articulated and exemplified effectively I aimed to demonstrate the significance of software engineering to students who often harbor skepticism towards the subject My intention was to equip students pursuing any field within computer science with a solid foundation to cultivate their understanding of this discipline For instructors I sought to create a versatile and comprehensive teaching resource that incorporates various pedagogical techniques My goal was to furnish educators with a collection of materials that would enable them to teach software engineering in an effective and efficient manner tailored to the specific needs of their students Software engineering represents a systematic approach to the development operation and maintenance of software systems It involves a diverse array of activities such as requirements gathering design coding testing and deployment By applying engineering principles to software development professionals strive to create high quality software that fulfills user requirements while ensuring efficiency reliability and maintainability This book will examine the fundamental principles of software engineering the methodologies utilized in the development process and the challenges currently encountered by software engineers Through an exploration of these subjects readers will acquire a thorough understanding of how software engineering influences the digital landscape I aspire to accomplish these objectives Author

Construction Safety: Principles, Practices, and Regulations for a Safe Work Environment Charles Nehme, Introduction The Importance of Safety in Construction

Construction is one of the most vital industries worldwide responsible for building the infrastructure that supports modern civilization from homes and offices to roads bridges and factories However it is also one of the most hazardous industries Construction workers are exposed to a wide range of risks daily including working at heights operating heavy machinery and handling dangerous materials This combination of physical environmental and human factors makes construction safety a critical concern A well established safety culture not only protects the lives and health of workers but also enhances productivity reduces project costs and ensures compliance with legal requirements The financial and operational implications of accidents injuries and fatalities can be devastating often leading to project delays legal liabilities and damage to a company s reputation According to the International Labour Organization ILO over 60 000 fatal accidents occur in the

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