

## Contribution of Henri Fayol

Henri Fayol (1841–1925) was a French industrialist and one of the founders of modern management theory. He is known as the **Father of General Management**. Fayol developed 14 general principles that can be applied to all types of organisations. He stated that management principles are **universal** and applicable to all organisations — business, government, military, etc. Fayol focused on the **top-level management** and administrative functions, unlike F.W. Taylor who focused on workers. He clearly defined management as a distinct activity separate from production and finance.

## Fayol's 14 Principles of Management

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### 1. Division of Work

Work should be divided among individuals according to their skills and specialization.

👉 Increases efficiency and productivity.

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### 2. Authority and Responsibility

Managers must have authority to give orders, and they must also take responsibility for their actions.

👉 Authority and responsibility should go together.

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### 3. Discipline

Employees must obey rules and respect agreements.

👉 Necessary for smooth functioning.

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### 4. Unity of Command

An employee should receive orders from only **one superior**.

👉 Avoids confusion and conflict.

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### 5. Unity of Direction

All activities with the same objective should have **one plan and one head**.

👉 Ensures coordination.

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### 6. Subordination of Individual Interest to General Interest

Organisational goals must be given priority over personal interests.

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### 7. Remuneration

Employees should receive fair wages and incentives for their work.

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## **8. Centralisation**

The degree of centralisation or decentralisation depends on organisational needs.

👉 Balance is necessary.

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## **9. Scalar Chain**

There should be a clear line of authority from top to bottom.

👉 Maintains order and communication.

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## **10. Order**

Right person in the right job and proper arrangement of materials.

👉 Avoids confusion and waste.

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## **11. Equity**

Managers should be kind and fair to employees.

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## **12. Stability of Tenure of Personnel**

Employees should have job security.

👉 Reduces labour turnover.

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## **13. Initiative**

Employees should be encouraged to take initiative and suggest ideas.

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## **14. Esprit de Corps**

Promotes team spirit and unity among employees.

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## **Conclusion**

Henri Fayol's principles provide a foundation for modern management practices. Even today, these principles are widely applied in business organisations for effective management.