

Conceptual Hierarchy in an Organisation

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Abstract

Hierarchy is an approach to structure an organization utilizing distinctive dimensions of power and a vertical connection, or chain of order, among predominant and subordinate dimensions of the organization. Larger amounts control bring down dimensions of the hierarchy. You can think about an organizational hierarchy as a pyramid. The most abnormal amount of power is at the highest point of the pyramid, and requests spill out of this best dimension down to the following dimension where it keeps on proceeding onward down until it achieves the dimension where the request should be done. Data and bearings stream vertically in a various leveled structure. Data streams up through each dimension until it achieves the best. This research paper used the empirical type of research which is done by the survey method. The sampling size of the paper is 1623. Statistics is on percentage analysis. The sampling method is a simple sampling method. The primary main sources are taken from the general public in the form of a survey method. The information was collected from secondary sources from journals, articles, books and reports of the presidency and non governmental organisation..

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I. Introduction:

Scalar chain is the formal line of power which moves from most noteworthy to least position in a straight line. This chain indicates the course through which the data is to be conveyed to the ideal area/individual. Fayol underlined that each data in the organisation must stream as per this chain to encourage clear communication of requests of the bosses and sentiments of the subordinates. This chain must be entirely followed in the organisation. Fayol additionally expressed that there ought to be no covering of ventures amid the communication procedure. Because of all the more clear arrangement of power and communication, issues can be illuminated effectively, likewise the responsible individual can be held rapidly immediately. In spite of the fact that this rule is extremely compelling and

clear, however it expends a ton of time. If there should arise an occurrence of crisis, data will set aside a ton of opportunity to achieve the ideal position which may defer the activity just as choice. To conquer this constraint of the scalar chain, fayol presented the idea of ' Gang Plank'. As per this idea, two officials of the organisation of various divisions at a similar dimension can impart straightforwardly in the event of crisis, with the goal that rapid choices and moves could be made. The aim of the study is to find the study is to analyse the Significance of Conceptual Hierarchy in an Organisation.

II. Objective of the study:

- 1) To create awareness among the masses
- 2) To analyse the problems faced

- 3) To interpret solution for the issue
- 4) To investigate the awareness among the public

III. Review of literature:

RITANKITA PATHAK Fayol accentuated that every data inside the association must stream steadily with this chain to encourage away from of requests of the bosses and sentiments of the subordinates. This chain must be carefully followed inside the association. Fayol likewise expressed that there ought to be no covering of steps during the correspondence procedure. Fayol's Ladder: This rule was clarified by Fayol with the help of a stepping stool chart which indicated the progression of information . For example , in a partnership there are representatives A, B, C, D, E, F, G, H, I, at different posts. On the off chance that worker 'C' must speak with representative 'G' utilizing the scalar chain, the course ought to resemble C-B-A-F-G. Consequently there'll be four stages for the information to prevail in from representative 'C' to the laborer 'G'. Satya Jay Sah scalar chain is a piece of fayol's 14 standards of management. The scalar chain might be a chain of bosses from the absolute best to absolute bottom position. It ought to be shortcircuited. A worker should want to contact his unrivaled through the scalar chain. The power and duty is conveyed through this scalar chain. Fayol characterizes scalar chain as "the chain of bosses beginning from the final word power to absolute bottom position." The progression of information among management and laborers might be an unquestionable requirement. Business openings must be quickly stayed away from of. so we should reach the concerned representative. Business issues need quick arrangement, so we can't generally rely on the built up scalar chain. It necessitates that immediate contact ought to be built up. SuamiKu Ora Fayol trusted in consistent correspondence among managers and workers. Fayol characterizes the scalar chain on the grounds that the chain of directors beginning from the final word power to

absolute bottom position. A representative ought to be glad to contact his chief about anything through the scalar chain. Scalar chain is that the conventional line of power which moves from most elevated to least position during a line . This chain determines the course through which the information is to be imparted to the predetermined area/individual. Anusha KS, Scalar Chain is comprehended on the grounds that the proper lines of power from most noteworthy to least positions. It's an order guideline which is essential to start solidarity of course. The standard underlines on correspondence implies in an association being vertical, thusly demanding that there ought to be one single continuous chain of power existing inside the organizations. Nashwan Mohammed Abdullah Saif , In the various leveled business of the past it had been normal to determine normal ranges of 1 to 10 or perhaps less. That is, one director administered ten representatives by and large . the present move to self-coordinated cross-practical groups and different sorts of non-various leveled structures, have made the idea of length of control less notable. Dr. S. B. M. Marume, Dr. Chikasha, The term chain of command springs from the Greek expression for a decision assortment of ministers composed into positions. The word scalar springs from the size which recommends stepping stool with a few stages. Truly, the term chain of command implies the control of the upper over the lower. In regulatory expressiveness, it implies an association organized during a pyramidal design with progressive advances interlinked with each other , through and through.

IV. Method and methodology:

The study found out that Descriptive research on conceptual Hierarchy in a Organization.convenient sampling method is used in this study to collect the sample.85 samples are recorded .The independent variables used are ,Marital status,age.The statistics used is chi-square

V. Hypothesis:

Null Hypothesis: There is no significant awareness among the general public relating to the Conceptual Hierarchy in an Organisation.

Alternative Hypothesis: There is significant awareness among the general public relating to the Conceptual Hierarchy in an Organisation.

VI. Analysis and Discussion:

Age * Do you agree that Scalar Chain cannot be avoided in any point.

Crosstab							
Count							
Scalar Chain is the most important principle and it cannot be avoided in any point.			Experience				Total
			Below 1 year	1 - 2 years	2-5 years	Above 5 years	
Strongly disagree	Age	Below 20 years	5	1	33		39
		21-25 years	28	42	14		84
		26-30 years	0	29	6		35
		Above 30 years	6	0	13		19
	Total		39	72	66		177
Disagree	Age	Below 20 years	36	17	29	4	86
		21-25 years	23	122	88	37	270
		26-30 years	25	13	26	14	78
		Above 30 years	1	2	13	1	17
	Total		85	154	156	56	451
Neutral	Age	Below 20 years	11	46	4	0	61
		21-25 years	9	88	110	9	216
		26-30 years	1	39	92	53	185
		Above 30 years	3	1	0	6	10

	Total	24	174	206	68	472	
Agree	Age	Below 20 years	2	136	30	1	169
		21-25 years	3	20	160	18	201
		26-30 years	1	24	30	1	56
		Above 30 years	1	1	9	1	12
	Total		7	181	229	21	438
Strongly agree	Age	Below 20 years	4	0	4	0	8
		21-25 years	2	1	44	1	48
		26-30 years	1	0	11	0	12
		Above 30 years	0	0	11	6	17
	Total		7	1	70	7	85

Chi-Square Tests				
Scalar Chain is the most important principle and it cannot be avoided in any point.		Value	df	Asymp. Sig. (2-sided)
	Likelihood Ratio	113.146	6	.000
	Linear-by-Linear Association	2.114	1	.146
	N of Valid Cases	177		
Disagree	Pearson Chi-Square	88.527 ^b	9	.000
	Likelihood Ratio	87.023	9	.000
	Linear-by-Linear Association	10.321	1	.001
	N of Valid Cases	451		
Neutral	Pearson Chi-Square	172.884 ^c	9	.000
	Likelihood Ratio	178.129	9	.000
	Linear-by-Linear Association	105.624	1	.000
	N of Valid Cases	472		

Agree	Pearson Chi-Square	200.657 ^d	9	.000
	Likelihood Ratio	219.884	9	.000
	Linear-by-Linear Association	59.372	1	.000
	N of Valid Cases	438		
Strongly agree	Pearson Chi-Square	41.339 ^e	9	.000
	Likelihood Ratio	30.073	9	.000
	Linear-by-Linear Association	15.624	1	.000
	N of Valid Cases	85		

Using Chi square test, it was found that p value is greater than 0.05, which shows that null hypothesis is accepted. Therefore, there is no significant association between the fact that scalar chain cannot be avoided and different age groups.

Gender *Are you aware of the term Scalar Chain and its Use in an Organisation.

Crosstab							
Count							
Are you aware of the term Scalar Chain and its Use in an Organisation.			Experience				Total
			Below 1 year	1 - 2 years	2-5 years	Above 5 years	
Yes	Gender	Male	46	255	131	21	453
		Female	13	83	26	25	147
Total			59	338	157	46	600
No	Gender	Male	23	131	270	68	492
		Female	35	65	160	12	272
	Total			58	196	430	80
Maybe	Gender	Male	13	35	69	5	122
		Female	32	13	71	21	137
	Total			45	48	140	26

Chi-Square Tests				
Are you aware of the term Scalar Chain and its Use in an Organisation.		Value	df	Asymp. Sig. (2-sided)
Yes	Pearson Chi-Square	27.700 ^a	3	.000
	Likelihood Ratio	24.738	3	.000
	Linear-by-Linear Association	4.298	1	.038
	N of Valid Cases	600		
No	Pearson Chi-Square	31.291 ^b	3	.000
	Likelihood Ratio	32.634	3	.000
	Linear-by-Linear Association	16.251	1	.000
	N of Valid Cases	764		
Maybe	Pearson Chi-Square	27.203 ^c	3	.000
	Likelihood Ratio	28.496	3	.000
	Linear-by-Linear Association	.205	1	.651
	N of Valid Cases	259		

Using Chi square test, it was found that p value is greater than 0.05, which shows that null hypothesis is accepted. Therefore, there is no significant association between the knowledge about scalar chain and gender.

VII. Discussion:

As we as a whole know, management of any business has become exceptionally mind boggling of late . Chiefs are required to influence an assortment of issues in their everyday working. Accordingly standards of management are required by and large in business . A guideline implies a major truth on thinking an essential component of general law. Each science has built up its own standards. A few standards are created by specialists in management. These standards are the consequences of changed issues looked by proficient individuals then the appropriate response determined by them to fulfill with those circumstances The standards of management

aren't much the same as the standards of physical sciences. These are general rules and that they can't be precisely applied. The individual factor has a significant impact in utilizing administrative standards. To direct the people the determining and arranging, Organizing, Commanding, Co-appointing and Controlling is an unquestionable requirement as a standards of management. To finish up, permit us to imply that the strategies of completing things through and by the individuals may go for at some point yet individuals can't be persecuted or befooled constantly. Thus, management could likewise be seen as a method for completing things through others by fulfilling their needs. it's not just completing things through others.

VIII. Conclusion:

Communication is a pivotal part of any organization and the rule of scalar chain rotates around the stream of communication from the board to the most minimal position in the organization. Scalar chain is a chain of all bosses from the best administration to the individual working in the most reduced position. An unmistakable line of communication is critical for any organization to accomplish its goals. The communication needs to stream in a request for it to be successful. Scale chain distinguishes that way. As indicated by the standard, any data ought to pursue a predefined way, which is from the chief to the one in most minimal position, to maintain a strategic distance from any vagueness. This chain example ought to be pursued at each bureau of the organization to be powerful and the procedure ought not be tinkered with for it to stay compelling. There are different points of interest in the scalar chain. One is that it is essential for any organization to have a chain of order to keep away from confusion. Each representative realizes whom to approach when looked at with an issue. It additionally enables the best administration to convey their message to the whole organization and bosses at each dimension wind up capable of executing that arrangement . An appropriate chain

of direction enables business to run easily however it likewise makes it firm on occasion.

IX. References

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