

Engagement & Autonomy of Management and Science in the Enterprise

Dr. M.A.LAHORI

Director

Anekant Institute of Management Studies (AIMS)

Baramati- Pune 413102

ABSTRACT

Indeed a study on the engagement of various resources including tangible and intangible capital and job related autonomy / empowerment plays very vital role in management and science for the development of an enterprise. Management is an ancient science and it never grows old rather becomes latest. Management has distinctive permutations and combinations of various variables like Technological Factors, Economic Factors, Cultural Factors, and Environmental Issues and most important is the Time Element (effective services) to drive the very suitable decision. Modern Management has applied tools like science and research to set the enterprise on pinnacle. Modern Management basically churns on the 'time element' and the wholesome of the science revolves on the 'systematic study, experiments and observation of knowledge' about the natural world based on facts (such as biology, physics, or chemistry) a particular branch of science. In this paper author has made very distinctive efforts to find out the amalgamation of management and science in the enterprise with the veracity of engagement and autonomy in tangible and intangible capital.

Key Words: ancient science, innovative entrepreneurs, transformed, development and accomplishment, concept of right person (resource) at right place and time for optimum productivity.

INTRODUCTION

The term 'Engagement' was first coined by Kahn in the year 1990. In engagement, employees are expressed themselves physically, cognitively, and emotionally on role performances. Employee engagement is the thus the level of commitment and involvement. Enterprise with high levels of engagement provides employees with opportunities to develop their abilities, learn new skills, acquire new knowledge and fetch better productivity. Further the study reveals that, there are three types of 'Engagement' in Enterprise namely;

Engaged--'Engaged' enterprise are builders. They naturally perform at consistently high levels, because they use their talents and strengths every day.

Not Engaged--Enterprise tend to concentrate on tasks rather than the goals to accomplish.

Actively Disengaged--'Enterprise' are the 'cave dwellers'. They're consistently virtually against for everything.

Autonomy is derived from the Greek word which means 'Self Governance' as to achieve best results. However the term '*autonomy*' was first time defined by Immanuel Kant in 1804. And autonomy has three dimensions according to Kant; Firstly, autonomy as the right for one to make *their own* decision and interference. Secondly, autonomy as the capacity to make such decision through one's own independence of mind and personal reflection. Thirdly, as an ideal way of living life autonomously. Basically Management is an art of managing manpower, resources with the concept of right person (resource) at right place and right time for optimum productivity. Frederick W. Taylor (1856-1915) in his book titled '*The Principles of Scientific*