

Management: One Too Many Styles

Abstract

From a concept, management has evolved into a discipline of study and has become an important field of practice. Since its emergence, management has long gained tremendous interest among management theorists, consultants and practitioners. The literature however indicates that over the years, management has seen much change not only in terms of its meanings but also its emphasis and styles as well. In particular, over the decades, various styles of management have been identified, presented and promoted in the literature. The existence of numerous management styles has raised the question of their universality, applicability and relevance to organizations. Based on the management literature and previous studies, this paper reviews six specific styles of management as well as identifies the differences in their scope and focus.