

۲

# HIGHER SECONDARY SECOND YEAR VOCATIONAL EDUCATION

### OFFICE MANAGEMENT AND SECRETARYSHIP & TYPOGRAPHY AND COMPUTER APPLICATIONS

**Theory & Practical** 

A publication under Free Textbook Programme of Government of Tamil Nadu

### **Department of School Education**

**Untouchability is Inhuman and a Crime** 

 $( \bullet )$ 

۲

#### **Government of Tamil Nadu**

First Edition-2019Revised Edition-2020, 2022(Published under New Syllabus)

#### **NOT FOR SALE**

#### **Content Creation**



۲

State Council of Educational Research and Training

© SCERT 2019

#### **Printing & Publishing**



Tamil NaduTextbook and Educational Services Corporation

www.textbooksonline.tn.nic.in

ii

### PREFACE

۲

In the view of the changing business environment and suggestions received from experts, this book has been thoroughly planned and updated. This book provides a comprehensive and balanced coverage of the subject. In addition to usual topics, the book presents contemporary topics also. High quality and quantity of topics is maintained for application in global set up. The student and faculty will find the contents of the book are short, precise and explanations are given in understandable language with a sufficient support from real business information. I also have great pleasure in presenting the book titled Office Management and Secretarial Practice.

This volume is an attempt to provide the students with thorough understanding of office management and secretarial practice concepts and methods. This book presents the subject in a systematic manner with liberal use of figures applicable.

This book will prove extremely useful to students and teachers alike. It can be adopted and used successfully. This book is even suited for self study.

This book covers following areas: Management its Meaning and Definition, Characteristics and importance of Management, Manger, Role of Manager, Planning, Nature of Planning, Importance and Limitation of Planning, Steps in Planning, Nature of Organisation, Steps in organisation, Process, formal Organisation, Informal Organisation, Organisation chart, Decision Making -Meaning, characteristics, Factors affecting Decision Making, Types of Managerial Decision, Coordination, Principles, Nature and Importance of Coordination, Direction, Techniques of Direction, Delegation, Supervision, Delegation of Authority. Centralisation and Decentralisation, Departmentation, Leadership, kinds of Leadership Style, Qualities of Successful Leader, Communication, Purpose and Principles of Communication, Barriers of Communication, Motivation, Theories of Motivation, Controlling, Process of Controlling, Techniques of Controlling, Secretary, Types, Qualification of Company Secretary, Appointment and Duties of Company Secretary.

It's sure that this book will be more useful for the student fraternity, teachers, executives and other professionals. Suggestions and comments for the improvement of the books are welcomed.

( )

۲

	Career Guidance	List of job opportunities on successful completion of course
	Correctives Learning Objectives	Learning objectives briefly describe the contents of the unit. It also outlines the knowledge gained by the students.
	NOW?	Interesting facts to motivate students to gain more information regarding the unit.
	Infographics	Visual representations of the unit for better understanding.
	HOW TO USE THE BOOK	Conceptual diagrams that potrays the technique of drafting and sewing.
		To facilitate reading at anytime, anywhere.
	Activity	Skill oriented activities based on the units for better understanding.
	Evaluation	Access students under the category of understanding, reproducing and application oriented.
	Glossary	Explanation of significant terms.
	Model Question Paper	A model question paper to help students to face examinations.
	References	List of related books for further reading.
	iv	
	1 XII OSS English version FM.indd 4	1/12/2022 11:47:0

۲

# **CARRIER GUIDENCE**

After completion of Higher Secondary (+2) Vocational Engineering (EE) course, students can pursue the following courses / Jobs / Self-employment as detailed below:

۲

#### **Vocational Stream**

The Vocational Engineering students are blessed with two major opportunities after completing their +2.

Educational Guidance	Job Opportunities	
BBA in Management	Assistant to Company Secretary	
B.Com. Office Management	Member in Company Secretary Team	
B.Sc Management	Assistant to Executives in Office Executive Assistant Administration Executive Front Desk Executive Office Administrator	
BA Management		
B.Com Corporate Secretaryship		
B.Com E-Commerce		
A. (Vocational Studies) Office Management & cretarial Practice		
Diploma in Modern Office Management	Company Secretary	
Diploma in Modern Office Management and Secretarial Practices		
Diploma in Modern Office Practices		
Diploma in Modern Office Management and Computer Application Engineering		
Diploma in Modern Office Management and Secretarial Practices		
ACS – Secretary Course		
Certificate course in Management		

۲

V

## CONTENTS

#### **Office Management and SecretaryShip &** Typography and Computer Applications

۲

Unit No.	Chapter Title	Page No.	Month
1	Introduction to Management	1-12	June
2	Planning	13-25	June
3	Organising Function	26-47	July
4	Decision Making	48-58	July-Aug
5	Coordination and Direction	59-69	Aug-Sept
6	Delegation of Authority	70-80	September
7	Leadership and Communication	81-101	October
8	Motivatiion	102-115	November
9	Controlling	116-126	November
10	Secretary	127-136	December
	Model Questions	137-138	
	<i>Office Management and Secretaryship &amp; Typography and Computer Applications – Practical</i>	139-183	
	Reference	184-185	
	Internet Resources	186	
	Glossary	187-197	





E-book

Assessment

## **TABLE OF CONTENTS**

۲

#### Chapter 01

#### Introduction to Management

- **1.1** Introduction
- **1.2** Meaning of Management
- **1.3** Definition of Management
- **1.4** Characteristics of Management
- **1.5** Importance of Management
- **1.6** Levels of Management
- **1.7** Distinction between Administration and Management
- **1.8** Functions of Management
- 1.9 Manager
- **1.10** Role of Manager
- **1.11** The Millennium Manager
- **1.12** Managerial Skills

#### **Chapter 02 Planning**

- 2.1 Introduction
- 2.2 Meaning

( )

- 2.3 Definition
- **2.4** Nature of Planning (Characteristics of Features of Planning)
- **2.5** Importance of Planning
- **2.6** Limitations of Planning
- **2.7** Essentials of a Sound Plan
- 2.8 Process / Steps involved in Planning
- **2.9** Types of Planning
- **2.10** Methods of Planning

#### **Chapter 03 Organising Function**

- **3.1** Introduction
- 3.2 Meaning
- 3.3 Definition
- **3.4** Nature of Organisation (Characteristics)
- **3.5** Advantages of Organisation
- **3.6** Steps in Organisation Process
- **3.7** Formal and Informal Organisation

- **3.8** Line Organisation
- **3.9** Line and Staff Organisation
- **3.10** Fuctional Organisation
- **3.11** Organisational Chart
- **3.12** Drafting New Organisational Structure for Small Scale (Industries) Enterprises - Case Study

#### **Chapter 04 Decision Making**

- **4.1** Introduction
- **4.2** Meaning
- 4.3 Definition of Decision Making
- **4.4** Characteristics of Decision Making
- **4.5** Importance of Decision Making
- **4.6** Factors Affecting Decision Making
- **4.7** Process of Decision Making (or) Steps involved in Decision Making
- **4.8** Types of Managerial Decision
- **4.9** Case Study: Decision Making for Successful Start-up Business

### Chapter 05 Coordination and Direction

- **5.1** Introduction
- **5.2** Meaning of Coordination
- **5.3** Definition
- **5.4** Principles of Coordination
- **5.5** Nature of Coordination
- **5.6** Importance of Coordination
- **5.7** Types of Coordination
- **5.8** Problems in Coordination
- **5.9** Steps for effective Coordination
- **5.10** Direction-Meaning
- **5.11** Definition
- **5.12** Chacteristic of Direction
- 5.13 Importance
- **5.14** Techniques of Direction
- **5.15** Delegation Meaning

1\_XII OSS\_English version FM.indd 7

۲

- **5.16** Characteristics of Delegation
- **5.17** Supervision Meaning
- **5.18** Principles of Supervision

#### **Chapter 06 Delegation of Authority**

- **6.1** Introduction
- 6.2 Meaning
- **6.3** Definition
- 6.4 Principles of Delegation
- **6.5** Characteristics of Delegation of Authority
- **6.6** Steps in Delegation
- **6.7** Meaning of Centralization and Decentralization
- **6.8** Meaning of Departmentation
- **6.9** Types of Departmentation

#### Chapter 07 Leadership and Communication

- 7.1 Introduction
- 7.2 Meaning
- 7.3 Definition
- 7.4 Characteristics of Leadership
- **7.5** Leader Vs Manager
- **7.6** Importance of Leadership
- **7.7** Functions of Leadership
- **7.8** Kinds of Leadership Styles
- 7.9 Qualities of a Successful Leader
- 7.10 Business Communication
- **7.11** Concept of Communication
- 7.12 Definition
- 7.13 Characteristics of Communication
- **7.14** Purpose of Communication
- 7.15 Principles of Communication
- 7.16 Communication Process
- 7.17 Benefits of Communication
- 7.18 Types of Communication
- **7.19** Difference between Formal and Informal Communication
- **7.20** Forms of Communication
- 7.21 Barriers to Communication
- **7.22** How to overcome the Barriers to Communication

#### **Chapter 08 Motivation**

8.1 Introduction

۲

- **8.2** Meaning of Motivation
- **8.3** Definition of Motivation
- **8.4** Characteristics of Motivation
- **8.5** Steps in Motivation
- **8.6** Merits of Motivation
- **8.7** Types of Motivation
- **8.8** Theories of Motivation
- **8.9** Maslow's Hierarchy of Needs Theory
- **8.10** McGregor's "x" & "y" Theory
- **8.11** Distinction between "x" & "y" Theory

#### **Chapter 9 Controlling**

- 9.1 Introduction
- 9.2 Meaning
- 9.3 Objectives of Controlling
- 9.4 Characteristics of Control
- **9.5** Process of Controlling
- **9.6** Importance of Controlling
- **9.7** Merits and Demerits of Controlling
- 9.8 Techniques of Controlling

#### Chapter 10 Secretary

- **10.1** Introduction
- **10.2** Meaning of Office Secretary
- **10.3** Private Secretary
- **10.4** Types of Secretary
- **10.5** Definition
- **10.6** Qualification of Company Secretary
- **10.7** Process for appointment of Company Secretary
- **10.8** Draft format of Board Definition: Appointment of Company Secretary
- **10.9** Duties of the Company Secretary
- **10.10** Rights enjoyed by the Company Secretary
- **10.11** Liabilities of the Company Secretary
- **10.12** Restrictions of Company Secretary
- **10.13** Dismissal of Company Secretary

1\_XII OSS\_English version FM.indd 8

viii

۲