

Gravity of Communication towards Managerial Efficiency –The Major Barriers and Its Feasible Solutions

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Abstract

In this world where nothing seems to be real and practical there is one such thing that makes a person complete and that is the term better known as communication, we all humans are in a habit of interacting so much that we do not feel great if we are not able to communicate with each other. The term communication is something that forms the basic essence of human existence, and that is what the author tried to mention in his paper, this paper will focus upon the aspect as to how the term communication has added to the magnitude of managerial efficacy. In this paper of the author also be bringing the aspects related to the difficulties and their measures to eradicate them with reference to the managerial efficiency or dealing with managerial skills. In the paper of the author has used both the primary and secondary method of collecting and interpreting the data, the paper includes the representation of the facts in form of pie charts and the interpretation have been mentioned there on, to the best of his abilities the author tried to bring out the real picture of related difficulties that makes the managerial mannerism of making or doing the communication in a better way. The paper would be a kind of detail analysis of how the term Communication is acting like a necessary thing for the development of Managerial Efficiency, But as they say that all good things come with an expiry date, the same is the case with the term Communication, that is to say the author be throwing light upon as to why do many of us believe that communication act as a necessary evil for the many organization, and what can we actually do to have its gateways such that the managerial efficiency of an organization particularly its managerial activities becomes placid and makes it all easy for an organization to have complete success.

Keywords: Communication.

Introduction

Communication an art of making people say and understand what they have in one selves, it is something which makes a human distinct, the clear usage of words and understandability makes him far better than creatures, though as of now even the creatures also sometimes exhibit some spectacular traits than human, but that's not the topic of the research, but what have been found is that it is the term communication that makes the managerial work easy and also makes it effective, how and in what form is all what is the crux of the paper. In this paper the author also cited as to why communication is so much of importance to the managerial efficiency and what are the fragilities that it faces when the functionalities come into play, the author have also tried to bring out the gateways as to how we can really solve the problems of communication arising during the managerial efficiency.

Now the basic aspect of communication is the ability to make others believe that what ever you are saying is just because one has a command over the aspect, to make someone allure or to motivate someone with the help of which the work and its gravity can be sougled out well, the real quality of any kind or type of manager is to make a rational way of command or authority over the team in such manner that the people are in a able aspect would be able to do the work as per the desire which will make the entire process, particularly for the manger to gain more confidence.

The potential of any kind or type of manager whether in public or in private company can be judged by the way he or she is able to delegate, organize, and obtain the result from the people in the organisation. According to psychological inferences it becomes a necessary factor as to how the manager is able to do this aspect of holding and making the team members do the kind of job which he wants them to do, all this manner of doing or not doing the job, motivating the person to do a job, is the aspect and the gravity of communication only, because if the communication would not have been there the aspect would not have been clear.

Thus, in order to have a clear and sound managerial effectiveness, one must be able to have a proper way of communication. Talking about the term managerial effectiveness we can say it is leader's ability to achieve desired results. How well he applies his skills and abilities in guiding and directing others determines whether he can effectively meet those results. If he can, his achievements are poised to help the organization gain a competitive edge against rival organizations heading into the future. And this can only be possible by the help of communication and my paper would be dealing with this aspect only, in the paper the author has chosen the method of both primary and secondary data to analysis the problem that the leader face while handling the communication and making others do as required by him, and with the help of certain suggestion the author has suggested certain gateways to solve the communicational problem so that it the efficiency of managerial function can be dealt with more ease and efficiency.

Review of Literature

Claartje L. ter Hoeven and Ward van Zoonen in their paper *Helping Others and Feeling Engaged in the Context of Workplace Flexibility: The Importance of Communication Control* has explicated the importance of communication, they have cited as to why the communications control is a must for the development of managerial skills, this paper has explicated that Physical barrier is an important impediment, which makes the working pattern of a company a bit complicated and at the same time the delay in action also takes place.

Anthony J Paz in his paper at Eastern Michigan University has cited a new manner of communication by giving a view on online collaboration program and as to how it has added to the world of communication and has increased the effect of doing the managerial work with ease and convince his paper shows that with the advent of new technology the barriers of communication has been sougheed and as to how the people work in an organisation using a advanced tool of online communication problem that has solved many problems of people.

Anca Jarmila Guta in her paper at Annals of the University of Petrosani, Economics in 2015 have named the role and importance of communication in the manager activity have explicated an aspect that clearly shows that the role of communication hold a real gravity in terms of Communication role in the

managerial activities, to add to the aspect she also explicated that excess of everything is bad, which has been told by many of researches, its is really a point of noting which the author has pointed upon.

In the paper Katsuhiko Shimizu title how can manager's communication improve or not improve the communication strategy explicated that the concept of gravity vests upon the aspect that the communication is the only thing that makes the process of communication better but due to some of fallacies there are some impediments which if gets solved then only the efficacy will be increased in terms of communication pertaining the managers communication within and outside the organisation.

Objectives of the Study

As been already discussed about what are the ingredients of the paper and how will the paper processed, but would now be making the complete list of what main points would be cited in the paper to give the clear picture of the paper at length

1. Explication of the term Managerial Efficiency
2. Delineating the term communication and its gravity to managerial efficiency
3. Its major frailties that act as an impediment to managerial efficiency
4. Gateways of how to deal with these impediments

On the basis of this the research will function on further and would be able to bring out the real efficacy of managerial skills.

Hypothesis

The hypothesis includes the following aspects which goes as under-

1. The first objective of the author is a narrative aspect that does not contain any hypothesis testing.
2. The second objective deals with the following hypothesis that are being as follows-
 - a. H1- The communication is helpful in planning
H0 – The communication is not helpful in planning
 - b. H1- The communication helps the Organisation
H0- The communication does not help the Organisation
 - c. H0- The communication aid in command and control
H1 – The communication does not aid in command and control
3. The third objective can be ascertained on the basis of following hypothesis
 - a. H1- The physical barrier is a grave barrier to the communication
H0- The physical barrier is not a grave barrier to the communication.
 - b. H1 – The Semantic barrier is an unmanageable fragility
H0 – The Semantic barrier is a manageable fragility
 - c. H1 – The Socio-psychological barrier effects the communication at managerial level
H0- The Socio -psychological barrier does not affect the communication at managerial level
 - d. H1- The organizational barrier is a grave barrier
H0 – The organizational barrier is not a grave barrier

- e. H1- The personal barrier is grave barrier
 H0- The personal barrier is not a grave barrier
4. This is also a narrative aspect of the author objective that did not required any of the hypothesis testing

Research Design

The research of the author is based upon the aspects of multivalent analysis, the sample size of the paper was 100 and the research primarily focused in Lucknow, the respondents are all from different managerial positions belonging the different companies, the tools are being used like pie chart do denote the data that the author have denoted from time to time to prove the hypothesis.

Explication of the term Managerial Efficiency

Managerial efficiency means performing the activities of the management effectively both by the leader as well as by the corresponding people of the organization. In the face of downsizing, mergers, etc., organizations need managers who are not only efficient but also effective. The responsibilities of managers and the competitive pressures on them have increased their need to be effective. Efficient people do things right whereas an effective person does the right things. Effective managers, on the other hand, are both effective and efficient. Managerial Effectiveness are the knowledge and ability of the individuals in a managerial position to fulfill some specific managerial activities or tasks. This knowledge and ability can be learned and practiced. However, they also can be acquired through practical implementation of required activities and tasks. Thus, we can say that it is the daily manner of doing the task with ease and comfort in such a way that the managerial efficacy can be proven by the means of communication. Because of that, managers will need skills that will help them to manage people and technology to ensure an effective and efficient realization of their working tasks, one of the things that can be of great help and that is Communication, for this term we would be explication in the upcoming paragraphs

But as have been discussed in the previous paragraphs that communication play a vital role in the performance and nonperformance of the activities relating to managerial effectiveness in the upcoming paragraphs would be narrating the term at length

Delineating the term communication and its gravity to managerial efficiency

Communication, something that bind two things or make it simple for others to understand what one intend to narrate or say, by the means of the term communication one is able to have the managerial effectiveness that is two say something which makes a leader instigate into his people to work beyond their limits it is something that seek the understandability of doing all the managerial activities such that the objectives , visions, missions get fulfilled and the management of any organization function up to the mark.

Communication skills whether written or oral form the basis of any business activity, and not only these activities but other managerial activities like diagnosis, forecasting, scheduling, etc. are also being

done by the term communication. In this paragraph with the help of pie charts would be delineating each of the activities of management and also as to how communication help it in performing with reference to managerial effectiveness

The concept of planning an aspect without which the doing or making up of any event is not at all possible, the concept of planning clearly explicates that if the plan is being made, and say for example it is not been communicated in the proper manner of it is most commonly being sougthed that planning must be done with proper understanding of things and also whatever is being planned need to be communicated to all, so to make the process and easy and understood by all,

Communication keeps the foundation of motivation. It helps the employer to know how a job is being performed and to improve performance if it is not up to the mark, many at times it is seen that communication plays a vital role in motivation of employees and thus increasing their way of doing work

Communication also helps in the controlling process of management. It allows the managers to know about the grievances of the subordinates and helps the subordinates to know about the policies of the organization., but at times due to lack of clear message not being transmitted to the employees some discontinuance occur and people fall prey to the things like lockouts

The attitude of any type kind of an individual is being changed by the communication only whatever we read, whatever we understand by reading and writing makes our attitude, the surrounding and our response to that make a complete manner to make an attitude complete, now hence it is been suggested that communication helps in making up the attitude of the individual.

The concept of the term socializing can only be possible by the help of communication, and so it is been said that the youth who is half the time on net the communication takes place online making it more reasonable.

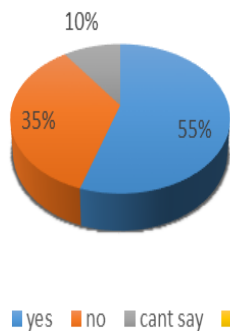
The present-day big organizations are designed on the basis of specialization and division of labor, constitute a large number of persons. In order to achieve the desired objectives, it is very necessary to coordinate the efforts of the labor engaged in the various activities of production and organisation. Co-ordination requires mutual understanding about the organizational goals, the mode of their achievement and their inter-relationship between the work being performed by various individuals, this all can be achieved only through effective communication

For the proper functioning of the organisation of any type and kind management conveys directions, goals and targets; issues instruction, allocates jobs and responsibilities; and it also supervise as to how the working of the subordinates do in function that is to say how do they properly functioning or not. Without the communication the proper efficacy is not possible. To put it simply we can say that the communication helps in lubricating the functioning of the organisation without the proper handling of the

grievances of communication. Therefore, we require the proper functioning of Communication the effectiveness of communication cannot be maintained

Let us now with the help of some Pie charts find out that as the author has already told that managerial effectiveness is all about doing or making others do the management activities that is forecast and planning, organization, command, coordination and control in an effective manner, therefore how has the term communication added to the development of these activities

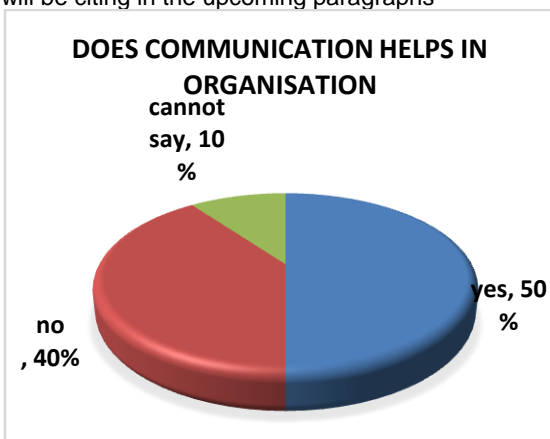
Is communication helpful in planning



Inference

Now as we can see that about 55% of the people believe that communication is a must and helps in planning process, but about 35% say that it does not and for remaining they also aren't clear of what to say or not, the reason the author has found out that despite of proper ways for communication of the entire plan to the people as well as to the company within its frails and the reasons include would be dealt with in the upcoming fragilities part of the research paper.

There are some more reasons as to why the term communication is not able to help in the managerial efficiency pertaining to planning and that the author will be citing in the upcoming paragraphs

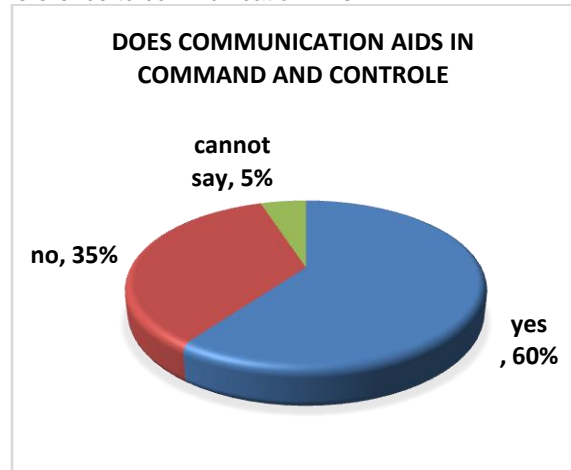


Inference

The term Organisation clearly explicates the aspects of handling the physical, financial and marketing all terms with ease and convince and communication plays an important role. The term communication as we can see has contributed about

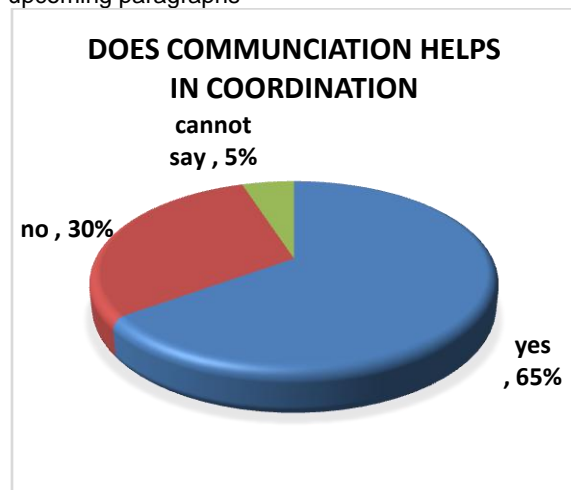
50% in the development of this aspect, but still about 40% of the people are of choice that communication has not done so well at organizing and the reasons would be delt with in the upcoming paragraphs

And many more, with the help of these aspects the author says that origination function in reference to communication frills



Inference

Now as we can see that the command function of the term management in accordance to communication means as to what level the term authority and decision-making is being done, or whether it's done with ease or not and talking about it can be seen that about 60% feel that yes communication is able to deal with the aspects of command and control but still there are some fragilities that the author would be citing in the upcoming paragraphs



Inference

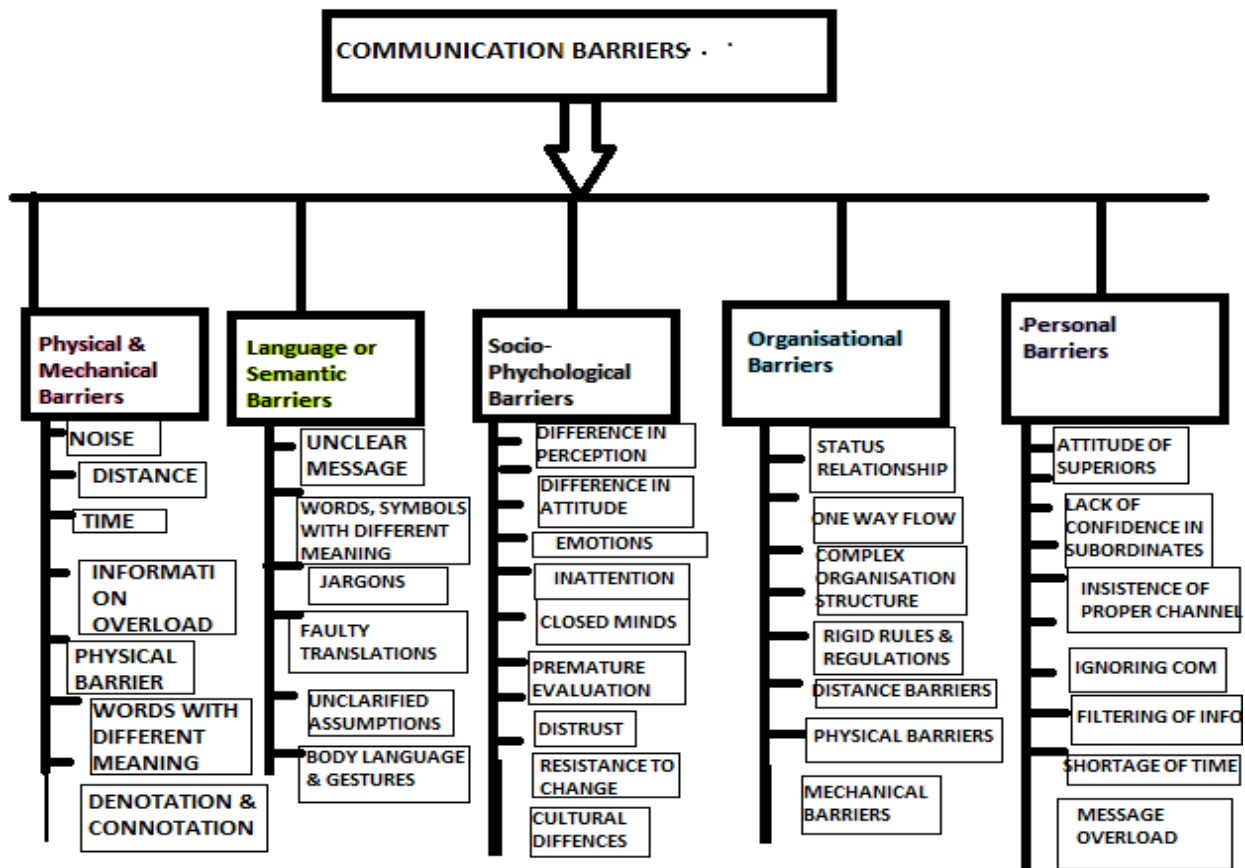
If we look at the clear meaning as to why we do communicate we find that he main reason for such is the aspect of coordination and as it is seen in the above chart at about 65% of the total responses that the author has found that coordination has really helped in this function of management, but there were some fragilities that would be enlisted in the following paragraphs

Therefore this was something about how has the term communication added to the managerial

effectiveness of an organization ,now the author would like to bring upon some of the fragilities or challenges of communication that would make the managerial activities or in other terms managerial effectiveness low , in the upcoming paragraphs it would be citing as to what and how communication though being an important element for the managerial concerns for its effectiveness ,but still acts like an impediment

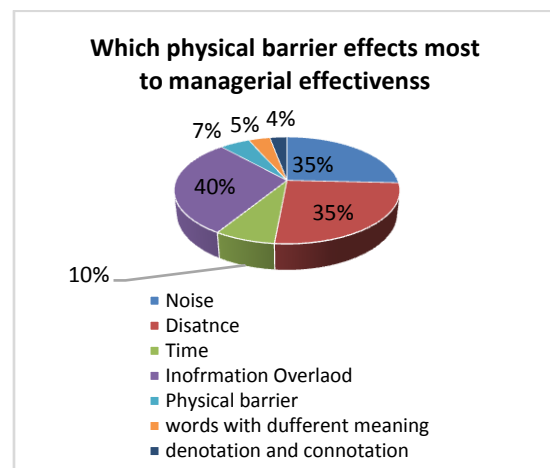
Communication major frailties that act as an impediment to managerial efficiency

Some term it to be the barriers, some say it's the lack of coordination, for different people the fragilities are different, but if we really want to have a clear picture the author cites a diagram as to why the managerial activities of planning,coordination, directing staffing,controlling, fraills about



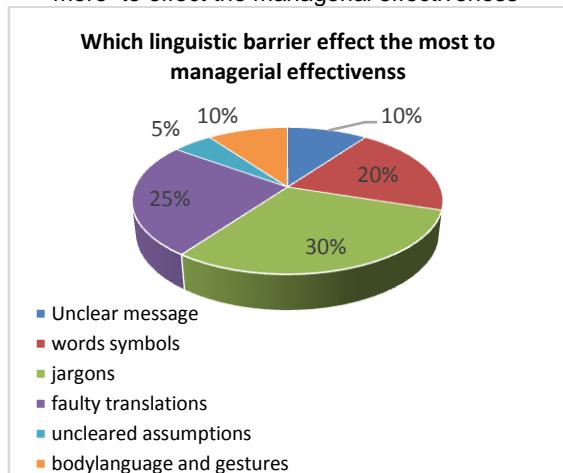
These are some of the basic barriers or fragilities of communication that do are acceptable and do cause while following the managerial effectiveness, now the author would be showsome of the aspects at length

1. If we look at the aspect of physical and mechanical barrier and see that there are seven aspects that would make the managerial activities of planning organization controlling staffing etc. weak. Noise, distance, time, information overload physical barrier, words with different meaning denotation and connotation would not only act as an impediment but at times cause real trouble that would be working against the goodwill of an organization. It has been found out by the author that out of the seven which is the most severe and cause failure at managerial effectiveness and it can be seen that -



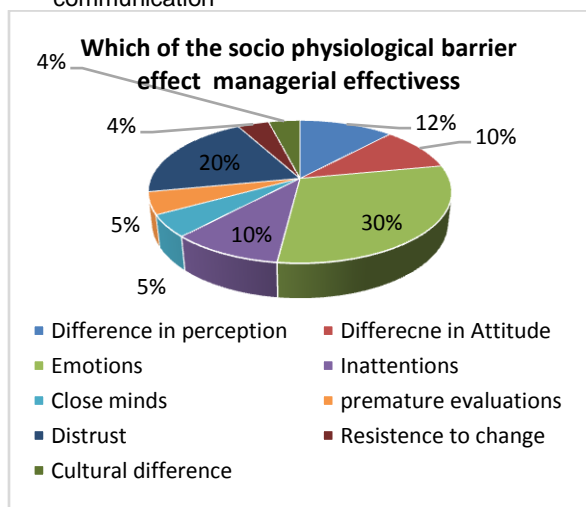
Therefore, according to this chart, we can see that it is the term information overload that has made the work of managerial effectiveness weak and talking about the term communication, it is always said to speak less and do more as even your actions are speaking at the time of your work

2. Following the league of barriers or fragilities that arise at communication causing troubles at managerial effectiveness the second is that of Linguistic or semantic barrier, that is to say often at times it happens that any decisions or planning due to problem in understandability of language the problem arise , this aspect consist of the problems like unclear message ,words symbols , jargons, faulty translation, unclear assumptions , body language and gestures , let us see of these which effect the most or whose magnitude is more to effect the managerial effectiveness



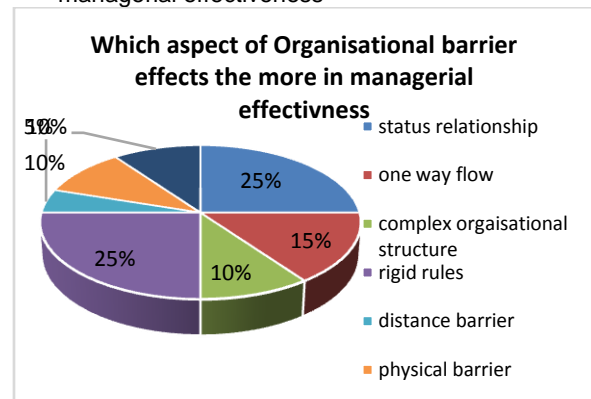
Thus, we can say that about 30% of the people use typical words which are termed to be jargons and as a result of which the managerial effectiveness though being communicated well get disrupted

3. The third and the most complicated of all is the socio physiological barrier in this barrier the general attitude of the person into being kept into mind in this aspect we can say that the following things are to kept and they are difference in perception, difference in attitude ,emotions ,intentions ,closed minds , premature evaluations, distrust ,resistance to change, cultural difference , let us see of these which of effect the most in managerial effectiveness with reference to communication



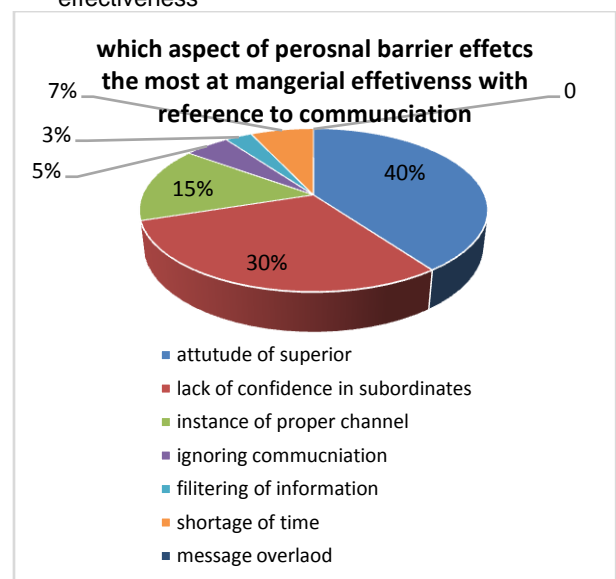
Thus, we can see that it is the emotion aspect of sociological factor of communicational barrier which act as an impediment to the managerial effectiveness

4. The next barrier of communication that effect to the effectiveness of managerial activities is that of organizational barrier which include the components like Status relationship, one-way flow, Complex organizational structure, rigid rules and regulations, distance barrier, physical barriers, mechanical barrier, let us see that which of these acts to the great magnitude at managerial effectiveness



Thus, we can say that for organizational barrier in context of managerial effectiveness with reference to communication it the rigid rules and status relationship that makes up for a barrier

5. The last but not the least the personal barrier act as a great impediment to the managerial effectiveness even though the communication aspect is there , talking about this barrier of communication we can say that it has following vertical at its kitty attitude of superior , lack of confidence in subordinates, instance of proper channel , ignoring communication,filtering of information , shortage of time ,message overload , let us check as to what acts the most to the impediment aspect towards managerial effectiveness



Thus, it is clear that it is the attitude of superior and lack of confidence in the subordinates which makes the impediment of personal barrier more havoc to managerial effectiveness. This was something about the fragilities of communication at the managerial effectiveness now let us see as to what we can do to sort out these fragilities that is the gateways

Gateways of How to Deal With These Impediments

As we have discussed a lot about the term barriers of communication, let us now see as to how we can eradicate the barrier or to be specific as to how we can say that the problem of communication can be solved

Planning the Message Effectively

One has to keep in mind that planning of the message is a must as unless we plan of what we speak, proper planning is required at every level of message formation right from what words we choose to what content we are ought to deliver and this would make the message look very nice and communicable which can be easily understood.

Proper Language

One has to believe that the semantic barrier clearly signifies that one has maintain proper understanding of the language in general, reason being as we are able to communicate in our language and express to, we should have the knowledge of language of the place where we are going or to whom so ever, we ought to converse.

Eradicate the Judgmental Attitude

Being evaluative is good but one need not to be judgmental because this will create a kind of presumption in the mind of the people that can be hindrance in talking, we have to be open to all the kinds of tall and all the kinds of people and type of person to whom we communicate.

Being an active listener

One has to be an active listener, in order to have a proper manner of communication in general, the point is that we often have a great trouble in absorbing the things in the aspect of listening, we have to listen to even the words which are not been spoken to us, or to be specific we have to listen to what is been unsaid. As sometimes the words are in between to sentences and we do not pay a proper heed to it, that has to take into consideration

We have to respond and not react

The concept is that if we react to all the things in communication the things will not understood in the manner in which it should be, reaction is always not acceptable in every situation, and one has to be very cautious which choosing the difference

Message should be divided In the Installment's Patterns

Many a times it is been seen that the message is too long to be communicated and handled, therefore it is always suggested that the message should be divided into the small pattern in such a manner that it can be comprehended by receiver easily and the feedback can be interpreted

Provide Proper Feedback

In any type and kind of communication it is always an important factor to give proper amount of feedback now the point is that feedback is an essential part of any type or kind of communication in general, proper feedback is required to be made in the process of making an effective aspect of communication.

Semantic Accuracy Need To Be Made

Proper semantic accuracy needs to be made that will make the language much more easy and effective, now the thing is that many a times it is been seen that we are unaware of the terms in English , or to be specific one can say that many a times it is been seen that many of us though being very effective in communication are not able to maintain the semantic or are not able to develop language in communicable aspect that is what is to be taken into prior consideration.

Eloquence is What Is Required

For an effective communication eloquence that is an ability to link the logical sequence between the words that is been required the most, the most important aspect that makes the communication effective and logical is that of being eloquent, the concept is that communication has to be in flow which cannot be possible if the world is not been linked with one another.

Requires Proper Ambience

It is a point of communication that proclaims proper place should be there to make the communication more effective, the point is that a proper place is required to make the communication more effective and at the same time the place creates a psychological aspect in the mind of the receiver as well as the speaker.

Proper Etiquettes

It is always said and is been believed that proper etiquettes are to be followed while making the communication aspects effective, to add to it one can say that proper etiquettes, use proper English, proper way of direct and tone, while making the things applicable in terms of communication.

Watch Before You Speak

Language is one of the most important things in terms of communication, watch the speaking aspect clarify upon the aspect of as to how a particular person is able to judge the right kind of the words to the right kind of person in right manner.

These are some of the ways by which we can make our communication more active and make the process of managerial effectiveness more accurate and seemingly meaningful

Suggestions

The gravity and fragilities has been mentioned in the previous paragraphs, and it has been seen that though many of the companies have found some of the source as to satisfy the fragilities but apart from the gateways as dealing with the subject itself that is the business communication the author would like to suggest some more of the aspects which would make the communication better at the managerial level it includes the things like-

1. Developing an understanding between the people who are working in the organisation and those who are working for the organisation during long hours, according to the author if the people are been neglected also and they are being dealt with a n iron hand using an autocratic communication, this can and will always be fatal, and hence it is suggested to have communication with all and believer in the aspect of being a human
2. The technical words as also told in the gateways should be considerably be avoided, the reason being as discussed by the author many a times that it will always be one of the major reasons of Creating a conflict among the two classes one who is receiver and the other is the sender.
3. Sometimes it is seen that many of the companies are not able to communicate well due to absence of proper technology of communication, and hence the proper internet and network aspects are a must as this can make the working of the things fatal
4. Emotional aspects are also an important aspect that are to be dealt, as been told by the author the emotion though is of utmost important but to be just one has to hold the emotions very well to make the process of communication effective in all sense
5. The barrier of noise is a must aspect but in reality, one has made the aspect of noise, quite explicit, to mean to is that the author wants to say that intrinsic attitude that is the sound of self can be checked and has to checked all the times to make the process of communication effective
6. The tendency of comparison will make the situation worse as one can say that comparison at times make the things competitive, but often at times too much of nagging upon the same thing or to a same person, may make the communication in active and hence this should be avoided
7. People are required to make proper usage of grammar, it is not an easy task to speak an error free English, so grammar error can be reduced in the form of written communication
8. The habit of Procrastination needs to be avoided and it is for the reason that if the communication gets lingered on the future the chance may be that people will not be getting a good response of communication as they could have got.
9. Proper understanding of email etiquettes is necessary, because the entire work is based upon the pattern as to how the email and what email is to be send in the day-to-day functionality of business.
10. Above all the understandability and the feeling of togetherness is must to make the communication aspects easily being comprehended and being understood by the people of the origination , to make the communication at organisation level better

Conclusion

Thus, Managerial efficiency is the proportion of total organization resources that contribute to productivity during the manufacturing process. The

higher this proportion, the more efficient the manager. The more resources wasted or used during the production process, the more efficient the manager. Communication is one of the most effective aspect of any managerial part or to say the way we communicate clearly shows as to what kind or type of communication is been most suited for managerial efficacy , see the point is that unlike the most of the things have both the positive as well as the negative side , similarly the communication also have a positive as well as the negative side , that we have termed as gravity and the fragilities' of communication, The barriers which authors has cited have clearly shown that the gravity is been effected most of the times by these types of barriers but the point is how well we can eradicate it , the gateways suggested have clearly explicated upon the aspects of such and thus we can say that if these gateways are being properly followed we would be able to get the right kind of communication, and with this the proper mechanism of communication can be followed with ease and convince.

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