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**MANAGEMENT CRISIS PLAN IN STATE GOVERNMENT
WITH SPECIAL REFERENCE TO STATE AND LOCAL BODY
WORKING CONDITIONS**

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Abstract

Crisis is an unseen, unexpected and unpleasant event that causes a great unrest among the people at their daily life and at work place. Crisis can be of many types for instance natural crisis, technological crisis, confrontation crisis, crisis of organizational misleads, crisis due to workplace crisis, bankruptcy, crisis of communication etc. Under management crisis of government departments unclear plans, objectives, hotchpotch working, wastage of time, different opinions, Work distribution, Technological crisis, old pattern of working, financial

crisis, unhealthy working atmosphere, burden, cliquish, caste & racial discrimination, etc are major problem. Shuffling of the employees from one department to other will provide exposure, improve their knowledge and harmony, and at the same time it will reduce corruption, caste system and monotony in the job. So we can say that effective management plans and some smart modifications in it enable us to fight with management crisis in the state government.

Keyword: Management Crisis, Crisis in Administration

1. Research Methodology

All written information has been collected throo administrative experiences and discussion with, local body officers, employees and general public. Collected information has been analyses according to study of various referenced books.

2. Meaning of crisis

Crisis is an unseen, unexpected and unpleasant event that causes a great unrest among the people at their daily life and at work place. Crisis results in major disturbances, sufferings and adversity to the people.

Crisis is a critical situation which must be handled appropriately with in proper time otherwise it may turn into a catastrophe. Crisis can be of many types for instance natural crisis, technological crisis, confrontation crisis, crisis of organizational misleads, crisis due to workplace crisis, bankruptcy, crisis of communication etc.

Characteristics of crisis

- a. A sudden unexpected event.
- b. It's after effects are mostly destructive and unpleasant.
- c. Some time it is unavoidable.

It can be mainly divided into two types of crisis:

A. Natural Crisis – It is an adverse and unfavorable situation which is caused by natural activity of the earth for instance flood, volcanic eruption, earthquakes, tsunamis, drought etc. During natural crisis people suffer through great loss of life and their belongings.

B. Manmade Crisis – On the other hand Manmade Crisis is a situation which is initially caused by error or negligence of human being later it takes shape of a disaster for instance financial crisis, management crisis in different sectors, different crisis at work place of people etc.

3. Crisis Management

Human is the only creature in the world who can predict future events by his past experiences. We cannot avoid crisis but can minimize its after effects by the help of effective management or

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in other words Crisis Management is an art as well as science of designing strategies to help the people or organization to effectively deal with sudden and significant negative event. Mostly companies and organizations wait until the crisis occur to prepare plan against the problem, this is the biggest mistake because it provides a very little time to handle the situation without suffering any harm. So as we heard always that “The best Defense is a well offence”.

Steps which should be followed while making a crisis management plan

- a. First of all one has to predict the situation or identification of the issue.
- b. Secondly to decide their own situation on the issues.
- c. After recognizing one’s own situation on the issue, preventive measures should be taken.
- d. Prevention should be followed by a strong plan to handle the crisis.
- e. Proper execution of plan.
- f. Last step should be evaluation of results of plan and make a policy to prevent the happening of crisis again.

Effective Management must have some characteristics

- It must be plan in detail.
- There must be a strong monitoring system which can warn us early of foreseeable crisis.
- Role of stakeholders are very important in planning so they must kept involved.
- Establishing an effective crisis management team.
- Training is also needed.

It is really helpful to be prepared to deal with a crisis, because it helps to get back to the normal situation.

Today, all the sectors are suffering from different crisis even government sector is also affected by it. Mismanagement is a leading problem of this sector. Thing and events are getting mashed up in lack of proper management which results in unfruitful conclusions, wastage of energy and also funds.

Very first we will talk about TIME AND SCHEDULE MANAGEMENT. Government Department prepares plans their time and schedules but in most of the time it remains unable to finish within the proposed time and schedules. For Example many times seasons are not kept in mind while preparing plans, as field works need clear weather and planning but meetings don’t need it. Some time government workers don’t fulfill their duties within the time schedules and government has not yet prepared any strict rules in this regard.

Another major management crisis is LACK OF SKILLED WORKERS. Government has a huge force of unskilled or semi skilled workers. Many of them are under educated for their work so they are less productive. It also affects the economic growth of the country. Unskilled workers result in poor quality of work.

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Under management crisis of government department UNCLEAR PLANS AND OBJECTIVES are another major problem. It is said that sound plans and clear objectives means half work done. But in the government department many time we find that plans and objectives are not clear to the employees which results in hotchpotch working, wastage of time and energy too.

BUDGET is always an important part of any planning. Government department is also not untouched by the effects of financial crisis. If sufficient funds are provided then its proper use is a major problem. In the lacking of funds many plans kept uncompleted.

LESS EFFECTIVE COMMUNICATION is also a big problem of government department management. In government department every plan has to follow a big hierarchy system which needs a lot of time to satisfy every officer in the chain, and different opinions also distracted the objective of the plan.

Often Improper WORK DISTRIBUTION in the government department leads to unsatisfactory results. Work distribution plays an important role in execution of any plan effectively. But often we find that only those employees who are capable are over burdened, it adversely affect their working capacity and results in mantle fatigue among them.

TECHNOLOGICAL CRISIS in government department is another back lock of the management. Many departments are not updated with new technology, old pattern of working results in inferior quality and needs a lot of time and energy.

Some other problems are UNHEALTHY WORKING ATMOSPHERE, BORDUM, CASTE AND RACIAL DISCRIMINATION, GROUPIISM etc.

To overcome the problems of management crisis in the department some important steps must be taken,

While preparing plans, time and schedule management will be kept I mind, sufficient time and proper schedule helps a lot to fulfill the goal.

Educated and skilled worker always effects positively on management plans. They have their own thinking level which helps him to take proper decision at work place. If workers are not sufficiently skilled government should conduct some training programs to improve efficiency.

Blueprint of the plan and objectives of it must be clearly stated to every stakeholder of the plan. It will help a lot to achieve the predetermined goals.

Funds are the life factor of plans. So Budget should be well arranged according to the requirement. In the situation of crisis only availability of the funds is not sufficient but their

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proper use is also plays an important role. At the time of crisis organizations must be aware of being miser or extravagant.

Availability of fast and effective communication will definitely help in the situation of crisis. Direct and to the point conveyance of message saves time.

In government department under management crisis work distribution is very important task. Right duty to the right person at right time results fruitful always. In other words proper distribution of manpower is necessary in management planning.

Employees must be equipped with the latest technology so that they can perform better and can compete with current era of fast technology.

Apart from this employees of the state government possess such a place from which they can influence management plans easily. Employees of state government can be divided into four types

- a. Local Body Employees
- b. District level Employees
- c. Directorate level Employees
- d. Secretariat level Employees

Local Body and District level employees are mostly local area dwellers so as time passes they become whole sole of their department. They don't perform their duties properly and misuse their power. Some time they became partial with the people on the bases of caste. They start taking unfair benefits of their post and position in other words transfer in same department increases corruption and laziness among the employees. Secretariat level employees make policies but without having practical knowledge of related field. In the same way Directorate level employees are directly appointed to the department. Efficiency of the employee is totally neglected by the authority, this crops unsafe, unsatisfied and monotonous feeling among the employees regarding their jobs.

To improve the management plan of the state government some modification is needed. Say, placement of the employees should be according to their capability and knowledge.

Transfers of the employees should not be restricted up to the department but they may be shuffled to all the four departments according to the need.

Policies maker must have practical knowledge of the related matter, so that they can make better and realistic policies.

Selection of the right team with the suitable workers according to the plan is necessary for effective management.

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Shuffling of the employees from one department to other will provide exposure, improve their knowledge and harmony, and at the same time it will reduce corruption, caste system and monotony in the job.

So we can say that effective management plans and some smart modifications in it enable us to fight with management crisis in the state government.

- A social responsible government has an advantage in terms of competition on the ethics,
- Social responsible actions are an unavoidable factor in terms of working Govt. reputation,
- Social responsible works are required for successful social work, more precise it will not lead to worse financial situation.

4. Suggestion in short points

IMPORTANT FACTORS FOR RESPONSIBLE EMPLOYEES	
To Protect environment	To do Best work accordance the ethics
To Maintain Security and quality of work	Investments for development
To provide Health Service / benefit	Equal behaviors with all employees
Care about Human Rights	To Maintain Work and Team culture
To Maintain Good Healthy Workplace conditions	Try to Promote Ethics
To Maintain Privacy and safety	To Behaves like a “Good Citizen”
IMPORTANT ACTIVITY REQUIRED FROM EMPLOYER/EXECUTIVES	
To plan for Specialist prequalification and qualification	
To build Inter relationship program/motivation for staff	
Try to decrees on prohibition about working with children and employees discrimination	
Try to do best Social and humanitarian involvement	
To make Rules for ecological business	
To do Programs for co-work and help in educational system	
To fulfill specific requests provided/protected by laws for institutional object	
To make for better working condition	

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