

Answer on Question #42980, Management, Other

Span of management refers to the number of people reporting to a manager within an organization. A narrow span of management refers to smaller number of people reporting to a manager, while a wide span of management implies a larger number. The main advantages and disadvantages of narrow span of management are listed below.

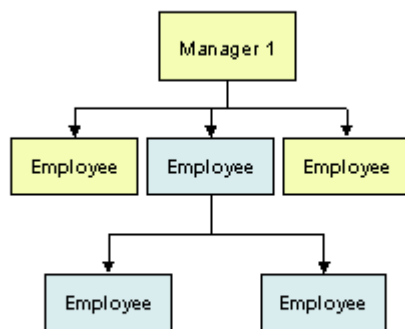
Advantages of narrow span of management

- It is easier for a manager to provide guidance to subordinates and to supervise and control their activities.
- It is easier to develop group cohesiveness within the smaller group of employees reporting to each manager.
- It is possible to have organizational units with with more focused functions, rather than many different functions grouped under one manager.
- Thus it is possible to develop greater degree of specialization for management activities.

Disadvantages of narrow span of management

- It tends to increases the total number of organizational levels.
- This makes it difficult for manages at higher levels to keep in touch with ground realities at operating level.
- It increases the total number of employees in the organization.
- This increases cost of employees. It creates problem of coordination between different managers and organizational units.

Example of a Narrow Span of Control



Each employee holding a position of authority is responsible for at least two others – i.e. the span of control is at least 2