The Role of Academic Researcher to Mintzberg's Managerial Roles

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Abstract
Henry Mintzberg and other scholars considered the cluster of roles that a manager performs. This study seeks to define how a manager adds the role of the academic researcher to such clusters, the differences and challenges that could imply. The role of an academic researcher in combination with the show as a manager apart from; such an outline can be involved in the staffing procedure, or present current and talented managers to join academic research categories to study the necessary abilities and information. A manager having acquired academic research skills and information will be useful and valuable in his/her effort as academic manager.
Keywords: Mintzberg's Managerial Roles, Academic Researchers

INTRODUCTION

Mintzberg (1973) labelled managerial work as consisting of 10 roles categorised into the following 3 groups: (group 1) interpersonal roles including the figurehead, leader, and liaison roles; (group 2) informational roles including the monitor, disseminator, and spokesman roles; and (group 3) decisional roles including the entrepreneur, disturbance handler, negotiator and resource allocator roles. Discourse at the manager positions has received an excellent deal of interest and attention over the past many years from many widely recognized and famous management writers. Henry Mintzberg and others have regularly mentioned the 'cluster' of roles that a manager has to carry out.

This paper is a short presentation of that group, its implications, and challenges that are probably encountered "if" the role of an academic researcher is being "added" to that group together with the man or woman acting his role as manager. Albeit including a researcher position to the manager group is probably an important business and strategic choice, it would, but not be without apprehension, and, certainly, will not be suitable for the public of managers. One may also expect that research is simply every other technical ability-set that without problems can be added to a smart manager. It is miles extra to it than that, but, especially considering the complex human dynamics that range drastically amongst people and standards. Being a wonderful boss, taking care of the people that give you the results you want, and coordinating activities for the advantage of the organization, require not most active a distinctive set of abilities than what's predicted from a researcher, however additionally an exceptional set of attitudes and standards.

Through this paper, we will begin the review Mintzberg's management roles; then discuss the contributions of academic research for business organization, then we will focus on the academic research methods. After that will argue the benefit of academic researcher as additional manager's role, then we will discussthe differences in approach with academic researcher roles. Finally, we will provide the conclusion and recommendations.

1. REVIEW OF MINTZBERG'S ROLES

Henry Mintzberg, a distinguished management researcher, carried out a scientist to discover what are without a doubt manager responsibilities or duties (Mintzberg, 1973). In 1916 Henri Fayol became first to provide a definition of a manager (Shapira & Dunbar, 1980; Pryor & Taneja, 2010) Mintzberg wanted to discover that if Fall is 50 yrs. The old definition of manager and management definition still stood is the 60s and

70s (Mintzberg, 1973). Therefore, he carried out a studies base on established observation approach. For this Mintzberg discovered the everyday activities of 5 executives for one-week duration. All of them were from 5 different sorts of the company; a consulting company, a faculty, a technology company, a purchase items manufacturer and a health center. He saved a track of all theiractivates and analyzed it. His studies document titled "Managerial work: evaluation of statement" was for his doctoral dissertation, at the Sloan School of Management. At January 1971, he submitted the report, and it was standard and published in October 1971. In his studies, Mintzberg stated that what managers do can best be defined through searching at the jobs they play at work (Mintzberg, 1973). The term management position refers to unique classes of managerial behavior. He recognized ten identified roles of a manager played in a company that falls into three major groups: group1: interpersonal roles, group2: informational roles and group3: decisional roles (Mintzberg, 1973).

Table 1: Mintzberg's Management Roles

N	Group	Role
1	Decisional	Negotiator Resource Allocator Disturbance Handler Entrepreneur
2	Informational	Spokesperson Disseminator Monitor
3	Interpersonal	Liaison Leader Figurehead

Sourse: Rüzgar & Kurt (2013)

1.1 Group 1: Decisional Roles

Decisional roles revolved around making selections. Managers' Interpersonal position ends in the decisional roles. Facts and sources that are accumulated and collected by way of the interpersonal make a manager capable of playing the decisional roles or obligations that heis obligatedto. The four decisional roles consist of being a negotiator, resource allocator, disturbance handler and an entrepreneur (Mintzberg, 1973).

1.1.1 Negotiator

The negotiator represents the company in primary negotiations affecting the supervisor's areas of duty is a selected assignment this is fundamental for the representative, (Shannak, 2013; Laud et al., 2016) figurehead and useful resource allocator roles.

1.1.2 Resource Allocator

The resource allocator distributes assets of all kinds, consisting of human resources, investment, equipment, time and describes the obligation of overseeing allocating and financial, personnel assets and material (Mintzberg, 1973).

1.1.3 Disturbance Handler

The disturbance handler takes corrective motion when the company faces critical, surprising problems. A generalist position that takes a fee when a corporation is all at once transformed or upset and support and requires calming (Mintzberg,1973).

1.1.4 Entrepreneur

The contractor acts as designer, an initiator, innovation and inspires change. Roles encourage managers to work to delegate and create development initiatives, empower and supervise groups inside the improvement method (Mintzberg, 1973).

1.2 Group 2: Informational

Informational roles contain disseminating facts, gathering and receiving. The three informational functions consist of a spokesperson, disseminator, and a monitor. These informational roles are all approximately transmitting and receiving facts so that managers can function the nerve centres in their agency (Mintzberg, 1973), the informational roles are:

1.2.1 Spokesperson
The spokesperson transmits facts about the company to stakeholders. Serves in a PR ability by lobbying others and using informing to maintain key stakeholders up to date about the operations of the enterprise (Mintzberg, 1973).

1.2.2 Disseminator
According to Mintzberg (1973), the disseminator transmits facts internally this is received from both internal resources and stakeholders. Highlights value or genuine based stakeholders views totally into the company and to subordinates. This requires each delegation abilities and filtering.

1.2.3 Monitor
The monitor seeks internal and stakeholders facts approximately problems which could affect the company. Responsibilities consist of a department's achievement the issues and opportunities and assessing internal operations that may rise. All of the data received on this ability need to be stored and maintained (Oliveira et al., 2015).

1.3 Group 3: Interpersonal
Those roles relate to the manager's behaviour that specializes in interpersonal contact Interpersonal roles that contain humans (subordinates and people stakeholders the company) and different responsibilities that are ceremonial and symbolic in nature.
The three interpersonal roles consist of being a liaison, leader, and figurehead.
According to Mintzberg (1973), these three interpersonal roles derive from standing and the authority related to managers' post.

1.3.1 Liaison
The relationship continues networks of contacts stakeholders the work unit to achieve data. Describes the facts and verbal exchange responsibilities of a manager.One need to networks and interact in points trade to gain get entry to expertise bases (Laud et al., 2016).

1.3.2 Leader
The leader builds relationships with staffs and connects with, motivates, and coaches them. Responsibilities are at the coronary heart of the manager-subordinate courting and consist of motivating subordinates, structuring and overseeing their development, inspiring their improvement and balancing effectiveness (Peaucelle & Guthrie, 2012).

1.3.3 Figurehead
The figurehead plays symbolic social or criminal responsibilities. All social, prison and idea, ceremonial duties on this light, the manager are seen as an image of authority and reputation (Schwarz, 2015).

2. THE CONTRIBUTIONS OF ACADEMIC RESEARCH FOR BUSINESS ORGANIZATION

According to Sekaran & Bougie (2010), academic research is a scientific and organized way of investigating any viable and unique hassle that one would possibly encounter at work. it is miles an experimental step-via-step logical and rigorous method dealing with problems associated with strategic, structures, operations, marketing, administrative, or smooth troubles, etc. As an instance, through implemented research to repair and decide right movements to be applied to a triumphing problem encountered via the manager at work that needs a suitable solution. On the other hand, via fundamental research, which is ready trying to recognize how precise issues that arise within the company may be defined, and how this expertise may be similarly used to resolve problems later? Notwithstanding that, their motive may be extraordinary, they comply with similar steps and because of this, and they may be done in a scientific way. It enables the manager to discover and find solutions to any problems that is probably of worries. Something trouble and anywhere it is possibly in the company, or externally, so he or she will be able to enforce correct course of actions. In different phrases, improving the manager's decision-making capability to deal correctly with problems is crucial as well (Sekaran & Bougie, 2010).

3. THE BENEFIT OF ACADEMIC RESEARCHER AS ADDITIONAL MANAGER'S ROLE

Managers with an understanding of enterprise research could be in a far better position to deal with own issues with excellenteconomic, financial savings potentials that might be found out via better decision-making. Also, they become better in decoding the research that is being communicated both by outside research

experts and those taken from the business journals that address comparable problems. Allowing them to take intelligent, knowledgeable, calculated risks with recognized opportunities attached to the achievement or failure of their selections. Research then develops a useful decision-making device rather than producing a mass of incomprehensible statistical data (Mintzberg, 1973).

There are the leaders that are accountable for the final result by making the correct decisions at work and hence, having the information to make the right choices is importantly enabled by research knowledge as it elevates the sensitivity of bosses to innumerable external and internal issues of varied nature working in their organizational environment (Sekaran & Bougie, 2010).

Furthermore, several researchers consider the information systems and in particular the information technology (IT) and its flexibility as an enabler to achieve the desired competitive advantages, and as a crucial support to operational and strategic business decisions (Al Azmi, et al., 2012; Alenezi, et al., 2015; Alkalha, et al., 2012; Almajali & Tarhini, 2016; Altamony et al., 2012; Kateb, et al., 2015; Maqableh & Karajeh, 2014a, 2014b; Maqableh, et al., 2015; Masa'deh, 2012, 2013; Masa'deh, et al., 2016; Obeidat, et al., 2013; Shannak, et al., 2010, 2012; Tarhini et al., 2016; Vratskikh, et al., 2016); thus further research is required to examine the role of such IT applications in enhancing the managerial decisions.

In addition, scholars (e.g. Alshurideh, et al., 2012; Hajir, et al., 2015; Kannan & Gharibeh, 2013; Masa'deh & Shannak, 2012; Masa'deh, et al. 2013; AlHarrasi & AL-Lozi, 2016; Masa'deh, et al. 2015a, 2015b, 2015c; Masa'deh, et al. 2017; Obeidat, et al., 2012, 2016; Shannak & Alkour, 2012; Tarhini, et al., 2015a, 2015b; Masa'deh, 2016; Mikkawi, et al., 2017; Obeidat, et al., 2017) emphasize the need for large firms to integrate their IT systems with their KM strategies and processes in order to survive in their highly competitive business environments, which in turn could accelerate the managerial decisions as well.

CONCLUSION AND RECOMMENDATIONS

The role of an academic researcher as new manager's role is complex, displaying both uniqueness and similarities, depending on the firm and its business, and thus cannot be so simply described as several of the persons do. Additionally, most companies have their particularthus, and unique culture may differ in how roles and tasks are propagated through the enterprise.

According to Mullins (2005), argued that the roles of managers be a mixing activity that penetrates every side of the tasks of business. There is not always someone-kind-fit all sort of knowledge. Nonetheless, there are great types within the kind of capabilities for managers social many distinct roles, each day. From leading their company to finding themselves managing and negotiating, resolving conflicts, representing, contracts their stakeholders, or being worried within the recruitment method collectively with the human resource department. In different phrases, a leader is always transferring roles in keeping with how expectancies alternate, conditions, and responsibilities.

If managers wish to be actual, they want to have at least a basic accepting of academic research methods and the different academic research theories that try to explain the concept of research. Managers must have to provide challenging jobs and growth opportunity to inspire today's employees well.Without these opportunities for growth and challenges, staffs may not see want to achieve highly at the effort. We have understood that acknowledgment plays a key role in teams' incentive and that it is a right effective motivator. Teams need and want to feel that their contributions make recognition and difference is one way to satisfy those needs or wants.

Managers that has won a researcher's attitude on the way to deal with enterprise problems intelligently allows them also to attract upon an extensive series of literature to assist them to resolve problems. It is going to form their questioning in narrowing issues down right into a possible be counted rather than managing the "symptoms," most useful. The Academic Researcher role, but might most possibly no longer is suitable for each manager because there may be no uniform standardization of the position or capabilities related to a manager function. However, no longer that everyone may not be a "researcher and manager", including the expertise of the researcher have to be taken into consideration one of the key strategic benefits for a company. It allows managers to gain a much better review, on enterprise intelligence problems, issues, and conflicts within the society, and in its environment. Facilitating the improvement and forming of more smart and economic choices that once more result in better actions.

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