

“Kinematics” and “ Bio-Mechanism” in the Art of managing the employees and workforce

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Abstract

The science of Physics or other disciplines are widely and carefully utilized in the many aspects of managements. The whole objective behind such experiments are to make the make an organization effective and efficient. The factors of production and the resources must not be wasted but on the contrary carefully and economically taken care off ,for the ultimate purpose of progress and prosperity

Key words:Kinesis , Bio-mechanism ,Intramural , Extramural

The science of Physics in human development and progress, cannot be ignored. Furthermore the contribution of physics is far more greater than any other discipline. Physics is one of the three pillars of science, besides Biology and Chemistry. Modern Technology has been shaped and influenced by the contribution of this three discipline.

The concept of 'Energy' is one of the core and absolutely indispensable discipline of physics and has greater influence on human life and nature, that has ever imagined. 'Kinematic' is a subject in physics that deals with energy and motion. The science of physics is not complete without mentioning the concept of "ENERGY". The importance of Potential and Kinetic Energy may be considered as an alien topic in a management profession. But on the contrary, has a far reaching effect and influence in the management discipline. A careful analysis and in depth study can reveal that the significance and inevitable presence of such a science in 'day to day of management affairs

Modernization has been shaped by Science and Technology. Invention and discoveries have been made to make life comfortable and easy, and it is so. But simultaneously human beings have lost the art of manual dexterity and skill, life has become dull and lazy, prone to innumerable diseases. When Machine started replacing humans, manual dexterity lost its importance and value, energy in human remained stagnant and dormant and has been inherited by generation after generation. Today the youth pursue comfort and moreover they are brought up in that atmosphere of comfort and leisure. They are alienated from hard work and manual labor.

"Human energy is wastefully consumed in the disharmonies involved in the preventing contradiction in science, religion, national politics and the conduct of international affair"
- C.Rajagopalachari

Human energy has been exploited and misused. They lack direction and proper management. It is like, "A blind leading another blind". Organization's sole aim is undoubtedly profit maximization. But at the same time the organization must also acknowledge the fact that it is due to human labor, the organization is able to sustain and succeed. The popularity of a product is based on the rate of consumption, and that is possible when the employees make a 'quality product'. When a product is helping the organization in revenue generation, obviously the success and credit has to be shared with the employees and labors. If the work force is utilized properly and wisely, the result will be positive and progressive. A feeling of job satisfaction begets and increases the proportion of 'value' on the

product and 'value' weigh more than 'price'.

Human potential has not be systematically utilized and it is very much evident in the corporate sectors and in the affairs of HRM. Had it been used wisely , there would have been no conflict , disputes , strikes and poor quality products. Human potential energy ought to be directed through a proper channel and it has to be transformed productively and economically from the science of 'kinesis' into the science of 'kinetic'.

The Utilization of Scientific discipline in modern management can prove very constructive and effective . “ Bio-mechanics is the Science concerned with internal and external forces acting on human body and the effort produced by these force”

“Kinematics is that branch of Bio-Mechanic that studies the trajectories of points and other geometric parts , and their differential properties such as velocity and acceleration. “Kinetics” is another branch of Bio-Mechanics concerned with what causes body to move the way it does. 'Kinetic' means 'motion' in Greek ; 'ies' means 'putting it together' in Latin Man by himself will not put his effort and energy into Action . The dormant and stagnant energy must be activated by applying external force . But nevertheless Human energy remains still and unproductive . It is because the “stimulus” to respond to the call fail . The reason may be attributed to exploitation and misuse of employees. A 'proper push' or a motivating stimuli can prove successful to activate the potential energy into the right direction to make it productive and result oriented. The 'law of inertia' is very much applicable to increase the catalytic effect and accelerate the momentum to achieve a desired goal.

In the language of science 'kinetic' is concerned with the facts that causes a body to move. But in the HRM/Management terminology ,kinetic is 'trigger' or a 'motivating factor' that causes a person to work productively and satisfactorily .Kinematics studies the trajectories of points and geometric parts that supports kinetic. In other words the Job role and Job specification in an organization must clear and unambiguous .The accountability and responsibility of the job and person must be stated very clearly . The process of balancing the work and its environment is known as 'Ergonomics'. According to merriam- webster dictionary, Ergonomics can be defined as, “an applied science concerned with designing and arranging things people use so that the people and things interact most efficiently and safely —called also biotechnology, human engineering, human factors”. vThe infrastructure too shapes and influences , and affects positively or negatively in the movement and transformation of energy.

Bio mechanic is the external and internal forces influencing the human body . The workers and employees are influenced and are motivated to work passionately and professionally in an environment that are conducive and favorable. It can be explained in three dimension.

- Internal & External Factors or Intra-Mural(within the Organization) and Extra-mural(outside the Organization).
- Financial and Non-Financial benefits.
- Physical and Psychological environment .

1. Intra-Mural and Extra-mural.:

Intramural Facilities	Extramural Facilities
<ul style="list-style-type: none"> • Drinking water • Creches • Washing & bathing facilities • Toilet facilities for women • Rest shelters • Uniforms • Protective clothes • Reading room • Canteens • Subsidized food • Medical aid 	<ul style="list-style-type: none"> • Housing • Education facilities • Maternity benefits • Transportation • Sports facilities • Vocational training • Picnic and tour • Cooperative stores • Employee insurance

2. Financial and Non-Financial benefits.

Financial	Non-Financial benefits
<ul style="list-style-type: none"> • Salary • Allowances • Bonus • Profit sharing • Commission • Wages(time and piece rate) • Retirement benefits • Fringe benefits 	<ul style="list-style-type: none"> • Job-Enlargement • Job-Enrichment • Job-Empowerment • Reward and Reward • Respect and recognition • Career Opportunity • Job Security etc.,

3. Physical and Psychological Environment

Physical	Psychological
<ul style="list-style-type: none"> • Ergonomics • Infrastructure • Pollution free environment • Safe working conditions. • Transportation 	<ul style="list-style-type: none"> • Management Philosophy • Career Growth • Reward , Promotion • Proper Guidance • Training & Development program • Financial Incentives • Positive and progressive attitude of management. • Team spirit and Co-operation among the work force • Good Industrial relation • Industrial peace and democracy

These dimension can motivate and activate the dormant energy into a progressive and constructive kinetic energy. The potential or dormant energy can be rightfully transformed through proper channel to make the organization productive and profitable. A satisfied Employee or worker will work passionately ,thereby producing quality goods service leading to profit/revenue generation for the organization . The product will have high level of marketability. Growth and development will subsequently take place in three spheres :-



“Employee seems to have a universal concern for fairness that transcends self” Deborah Rupp , Industrial-Organizational Psychologist

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