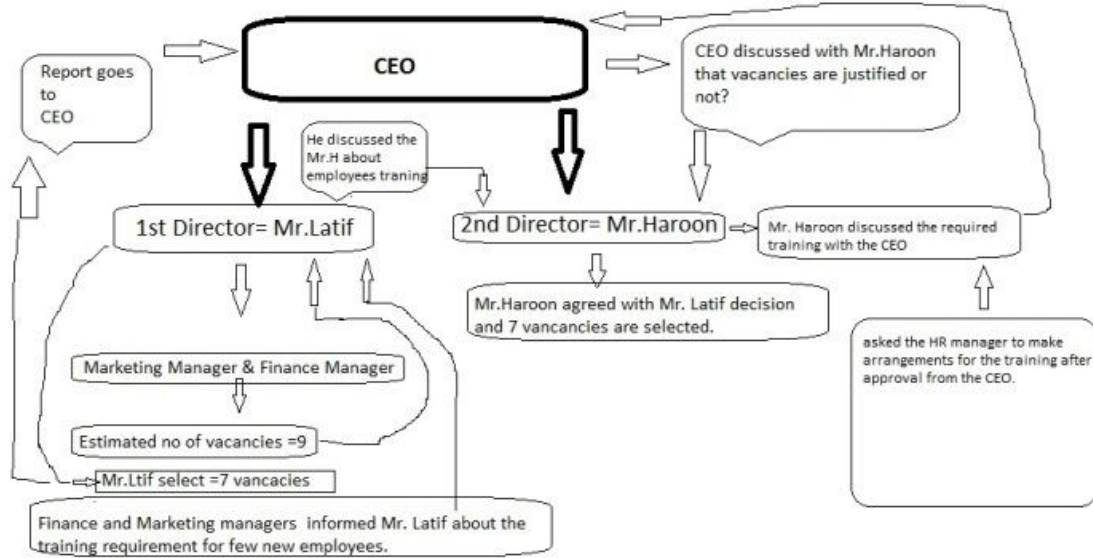


MGT501 Assignment No 01 Solution Spring 2013 (02-05-2013)



What is the different between line and staff authority?

Line authority - in which individuals in management positions have the formal power to direct and control immediate subordinates.

Staff authority - granted to staff specialists in their areas of expertise. Narrower than line authority and includes the right to advise, recommend, and counsel in the staff specialists' area of expertise. It is a communication relationship with management. It has an influence that derives indirectly from line authority at a higher level.

and take a human resource manager as an instance

A HR manager has line authority over the staff of the HR department and staff authority to support, assist, and advise managers of other Departments in matters related to HR management

Line authority

Line authority or function is a Direct or main function of an individual or department. It involves Direct and Legitimate Authority over subordinates. It decides what to do, and when to do it. eg., Production for a Manufacturing company.

Staff Authority

Staff Authority on the other hand is an assistant function as it guides line managers or functions into performing a specific activity. They are more specialized and therefore provide advice to Line authority. eg., Human Resource (HR) for a Manufacturing company.

Mr. Latif CEO Mr Haroon holds line authority because they are making decision and HR, finance and marketing managers holds staff authority because they give advice to line managers and assist for approval.

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