



Resource Management



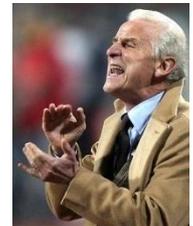


Resource Management

Management is the efficient use of resources in order to achieve a goal.

Examples include:

- Parents use money to buy a family home
- Team manager organises players for tournament
- School principal employs teachers to deliver syllabus to students





Resources

Resources are anything that help to achieve goals – a tool or talent is used to achieve these goals.

Examples include:

- Time
- Money
- Skills
- Technology
- People
- Equipment



Family Resource Management is the running of the family using resources.



Purpose of Family Resource Management

The purpose of Family Resource Management is:

- ✓ To use available resources efficiently in order to achieve goals

- ✓ To improve the quality of family life

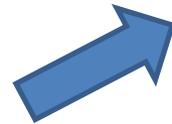
- ✓ To enable family members to achieve their full potential

Goals

1. _____
2. _____
3. _____



Management Systems



Open system: Family uses external systems to achieve goals e.g. education system, health system

Types Of Management Systems



Closed system: All activities occur within the family. They do not use other systems to achieve goals e.g. Amish Community is self sufficient



Overall system: This looks at all tasks and available resources



Family as a Managerial Unit

The successful organisation of the family depends on the use of good management skills.

Such skills include:

- Planning
- Organising
- Decision making
- Controlling
- Motivating
- Communicating





Components of Management

There are three components of management:

1. Inputs



2. Throughputs



3. Outputs





Inputs

Inputs are defined as anything brought into the management system.

Inputs are made up of:

A: Demands

B: Resources

Demands include:

Needs Wants

Goals Values

Resources are:

Human Material

Economic Environmental





Demands

Needs

Essential → What one must have

Examples:

Physical needs- Food, clothes and shelter

Emotional and Social needs- Love and security



Demands

Wants

Desirable → What one would like to have

Examples:

Designer clothes, expensive car, foreign holiday





Demands	Demands
---------	---------

Goals
 What one strives to achieve
 End result that individual plans and works for
 Goals can be short, medium or long term

Examples:
 Short term goal → Pass class test

Medium term goal →
 Achieve good Leaving Cert

Long term goal → Good job



Values
 Give meaning to life
 Belief of what is right and wrong
 This is personal to individuals

Examples:
 Honesty, being vegetarian, buying Irish only products





Resources

Human

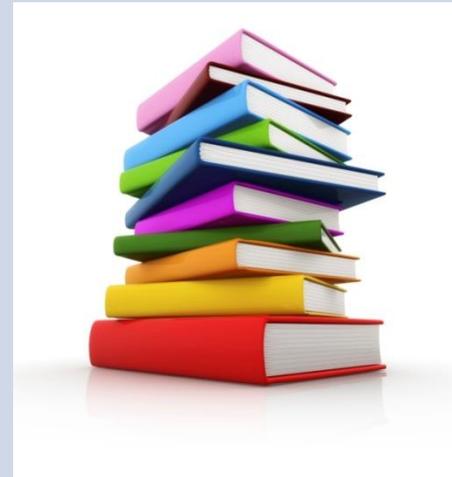
What people can offer → Time, knowledge and skills



Resources

Material

Books and Equipment





Resources

Economic

Money, plastic or otherwise



Resources

Environmental

Physical → Earth, air, temperature, renewable and non-renewable sources of energy

Social → Institutions, political or economic





Throughputs

Throughputs consist of three processes:

1: Planning

2: Organising

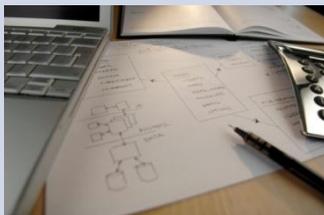
3: Implementing

Planning

Create plan

Identify resources

Consider alternatives



Organising

Allocating tasks

Allocating resources:

- Task centred
- Person centred



Implementing

Put plan into action

Take control

Adjustment may be necessary





Outputs

To access the end result of inputs and throughputs, it is important to ask:

- ✓ Have the goals been reached?
- ✓ Have the values changed?
- ✓ Have the needs been met?
- ✓ Were the wants fulfilled?
- ✓ Were all resources used?



Evaluation of the plan is useful for planning new tasks or setting new goals e.g. consider what went well, what did not go well and how this would impact on future planning.



Decision Making

Definition: The process of examining two or more alternatives and making a choice between them.

Decision making involves:

1. Defining the situation e.g. identifying the goal
2. Gathering information
3. Considering the possible solution
4. Deciding on a solution
5. Drawing up a plan of action including a list of resources
6. Implementing the decision
7. Evaluating the decision





Communication

Communication is the process of exchanging information between people.

- It may be verbal or non verbal
- Effective communication occurs when the person receiving the information interprets it in the way that the sender intended

Effective communication:

- Is a two way process
- Involves sharing of ideas
- Helps achieve goals
- Is necessary in conflict resolution





Attributes Affecting Management

- **Composition of family** → Number of people in the family, presence of persons with special needs, one parent or two parent family
- **Stages in life cycle** → Priorities are different for a family with or without children. As children get older, they become part of the decision making process
- **Employment patterns** → Number of family members working, whether employment is inside or outside the home, type of employment, hours of employment
- **Socio-Economic status** → People from different socio economic backgrounds have different needs. Lower socio economic backgrounds place emphasis on needs whilst people from higher socio economic backgrounds place emphasis on luxuries



Attributes Affecting Management

- **Culture** → The culture of a country can affect management of family e.g. dress code, food eaten, religious practices
- **Management of Dual Roles** → This refers to where both parties work outside the home and extra planning is required. Single parent families, extra demand being earner and parent
- **Gender Roles** → Roles or behaviour expected by men and women. More equal partnership and shared roles nowadays
- **Values and Standards** → Affect management as they determine decision taken. When circumstances change in a family so too can values e.g. illness of a family member

