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Optimal control system is essential for the long term effectiveness of an organization: too little control can lead to confusion and chaos; conversely, too great a degree of control can result

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significant for prospective researchers in the field. It also serves as a guide to industry/firm managers to deploy management control strategies. Effective Management Control sheds light on a relatively

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misunderstood and neglected
aspect of organizational
effectiveness.

**Book review : Effective
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Theory And Practice posits and discusses the features of a core control system and its component parts, including: planning, measurement and feedback evaluation and reward sub-systems. It also discusses

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the ways in which a core
control system operates
within a larger

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Introduction. Effective
Management Control deals

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with a critical but relatively neglected and misunderstood aspect of organizational effectiveness: the process of controlling the behavior of people in organizations. The issue of organizational

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sheds light on relatively

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misunderstood and neglected aspect of organizational effectiveness. It critically analyzes the process of controlling people's behaviour in any organization.

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Control theory helps in sustaining the performance management system by defining forms of control between the organization and

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the systems within.

According to control theory, actions of all systems should be in sync with the overall goals and objectives of an organization (Barrows & Neely, 2012). Overview of control theory

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**Control theory of
performance management
system**

The systems management theory proposes that businesses, like the human body, consists of multiple

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Components that work harmoniously so that the larger system can function optimally. According to the theory, the success of an organization depends on several key elements: synergy, interdependence,

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and interrelations between
various subsystems.

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must reward the same
behaviors every time they
appear, discourage the same
behaviors when they appear
and treat every...

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ADVERTISEMENTS: This article
throws light upon the eight
major characteristics of

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effective control system.

The characteristics are: 1.
Integration with Planning 2.
Flexibility 3. Acceptance by
Members of the Organisation
4. Focus on Critical
Activities 5. Timeliness 6.

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