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Introduction. Effective Management Control deals 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 control and the design of an 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 in the erosion of innovation ...

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Effective Management Control sheds light on relatively 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 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

Control theory of performance management system

The systems management theory proposes that businesses, like the human body, consists of multiple 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, and interrelations between various subsystems.

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