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
- Skills
- People
- Money
- Technology
- 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

Types Of Management Systems

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

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
- Decision making
- Motivating
- Organising
- Controlling
- 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
<table>
<thead>
<tr>
<th>Demands</th>
<th>Demands</th>
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</thead>
<tbody>
<tr>
<td><strong>Needs</strong></td>
<td><strong>Wants</strong></td>
</tr>
<tr>
<td>Essential → What one must have</td>
<td>Desirable → What one would like to have</td>
</tr>
<tr>
<td>Examples: Physical needs - Food, clothes and shelter</td>
<td>Examples: Designer clothes, expensive car, foreign holiday</td>
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<tr>
<td>Emotional and Social needs - Love and security</td>
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### Demands

<table>
<thead>
<tr>
<th>Goals</th>
<th>Values</th>
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<tbody>
<tr>
<td>What one strives to achieve</td>
<td>Give meaning to life</td>
</tr>
<tr>
<td>End result that individual plans and works for</td>
<td>Belief of what is right and wrong</td>
</tr>
<tr>
<td>Goals can be short, medium or long term</td>
<td>This is personal to individuals</td>
</tr>
<tr>
<td><strong>Examples:</strong></td>
<td>Examples:</td>
</tr>
<tr>
<td>Short term goal → Pass class test</td>
<td>Honesty, being vegetarian, buying Irish only products</td>
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<tr>
<td>Medium term goal → Achieve good Leaving Cert</td>
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<tr>
<td>Long term goal → Good job</td>
<td></td>
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<tr>
<td>Resources</td>
<td>Resources</td>
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<td>-----------</td>
<td>-----------</td>
</tr>
<tr>
<td><strong>Human</strong></td>
<td><strong>Material</strong></td>
</tr>
<tr>
<td>What people can offer → Time, knowledge and skills</td>
<td>Books and Equipment</td>
</tr>
<tr>
<td>Economic</td>
<td>Environmental</td>
</tr>
<tr>
<td>------------------------------</td>
<td>----------------------------------</td>
</tr>
<tr>
<td>Money, plastic or otherwise</td>
<td>Physical  $\rightarrow$ Earth, air, temperature, renewable and non-renewable sources of energy</td>
</tr>
<tr>
<td></td>
<td>Social $\rightarrow$ Institutions, political or economic</td>
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## Throughputs

Throughputs consist of three processes:

1. **Planning**
   - Create plan
   - Identify resources
   - Consider alternatives

2. **Organising**
   - Allocating tasks
   - Allocating resources:
     - Task centred
     - Person centred

3. **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