GROLIER BUSINESS LIBRARY

THE WORLD OF BUSINESS

DAN STEINHOFF

Professor of Business Management, University of Miami

The World of Business



Reprinted by arrangement with McGraw-Hill, Inc.

THE WORLD OF BUSINESS

Copyright © 1979 by McGraw-Hill, Inc. All rights reserved. Printed in the United States of America. No part of this publication may be reproduced, stored in a retrieval system, or transmitted, in any form or by any means, electronic, mechanical, photocopying, recording, or otherwise, without the prior written permission of the publisher.

ISBN: 0-7172-8511-1

To My Good and Dear Wife Jill

Preface

The attitudes of Americans toward business have varied greatly during the course of the history of our nation. When the countryside needed to be explored and developed, when the forbidding wilderness needed signposts and street lamps, when times were hard and something had to be done, society encouraged its farmers, trappers, traders, doctors, lawyers, and teachers to set out and seize a stake in America's future. But when the trails and waterways had given way to railroads and canals, when telegraph lines had been built and commercial routes established—in short, when the land had been settled and developed—people came to distrust and discourage the pioneer spirit. Indeed, by the late nineteenth century, success often was seen as proof of opportunism and greed. The more successful a person was in charting unknown territory, the more likely it was that that person would be blamed for other people's problems and failures.

Things have not changed so much in the ensuing years. Even as society turns to modern business organizations to explore and develop the unknown—whether in international trade, human relations, or technological advancement (even to the edge of outer space)—we tend to discredit those who are most successful. Facing, as human beings always will, some other, modern wilderness, it's easy to miss the forest for the trees. We resent the "establishment" for the very success we urged it to achieve. Beset with problems, we blame those who have solved them most successfully.

The business world in particular has been criticized and blamed for many modern ills. And since business usually is measured in terms of profit, the most profitable organizations often become the focus of society's distrust and resentment. Indeed, the study of business itself is sometimes discredited, aimed, as it is, toward success. Woodrow Wilson put this matter in perspective when he commented about America's problems during his presidency: "The way to stop financial 'joy-riding' is to arrest the chauffeur, not the automobile." In the same way, society must distinguish between proper and im-

proper business practices rather than blame "business" for what individual people do.

This book is an effort to identify and describe proper business practices as they have developed over time in our economic system. The focus of our study is the principles and theories on which modern business activities are based. We also are concerned with understanding the relationships that exist among various parts of the business world and with how business methods are applied to make those relationships effective. For example, how are the manufacturing methods of an industry related to its sales and distribution methods? How do the principles of accounting, marketing, factory layout, financing, management, and retailing all come together to produce the goods we seek? What things influence the operation of the business world? What things does the business world, in turn, influence?

By understanding the basic aspects of businesses and how they interrelate, students can become the valuable human resource that makes the business world operate. This book is aimed toward that end, toward training people who want to pursue a challenging career in what is still pioneer country. The danger is not that dishonest people will use business to further their selfish goals; rather, it is that honest individuals will be so untrained that they will be unable to ensure their own success or to help shape the future.

THE PLAN OF THIS BOOK

As the table of contents shows, this book is divided into seven main sections—an introduction and six parts. The introductory chapters consider what business is and what it does; they present an overview of the business world in order to identify and explain its key segments. Part 1 then discusses the functions of management and how business firms can be organized.

Parts 2, 3, and 4 focus on the main activities of the business world. These chapters describe what is involved in securing raw materials, in manufacturing and distributing products, and in financing these operations. In line with the current emphasis in business courses, the topics of marketing, risk bearing, and physical distribution receive extra attention.

Part 5 deals with the day-to-day operations of business. Personnel management, accounting, information processing, and research and development are ongoing activities in every business organization, and each topic is described fully. In addition, because the modern business world relies so heavily on careful record keeping, a separate chap-

ter is devoted to the topic of business paperwork.

Part 6 examines the environment within which the business world operates and considers such factors as social issues, economic systems, government regulations and taxes, and world trade. There are many opinions about these topics, and the reason that they are discussed so late in the book is that students must understand the details of accepted business practices before they can usefully consider other approaches.

HOW TO USE THIS BOOK

Features

Unless a particular topic demanded some special arrangement, each chapter in this book has been designed to include the following features: chapter outline, note to students, preview questions, summary, key terms, review questions, and a case in point. When new terms are introduced, they appear in italic type so that definitions can be located easily for review purposes.

Before reading a chapter, students should preview the material by examining all the features listed above, along with the chapter's tables, drawings, and photographs. Particular attention should be paid to the chapter outline, the preview questions, the summary, and the key terms. After reading a chapter, students should examine the same features before turning to the review questions and a case in point. Numerous lists and headings have been included so that readers can determine quickly which material has been understood and which deserves further attention.

Should the text fail to answer some questions that a reader may have, the index is offered to provide additional information.

ACKNOWLEDGMENTS

No textbook can be seen as the sole work of one author, particularly in a field as diverse and interrelated as business. In addition, this text developed over several years and various drafts before appearing in its present form. For both normal and unusual reasons, then, I happily acknowledge the contributions and encouragement of numerous colleagues, readers, students, and friends. Special appreciation is offered to President Henry King Stanford of the University of Miami, to Dean Edward Fox of the School of Business, and to Dr. Carl McKenry,

chairman of the Management Department. In addition, Professors Nicholas Glaskowsky and Courtland Thompson of the Management Department, Edward Wheatley of the Marketing Department, and Everett Royer of the Accounting Department gave valuable assistance, constructive suggestions, and serious attention to the manuscript as it developed.

I am particularly grateful to colleagues throughout the country who read portions or all of the manuscript and generously offered comments and advice. Thomas P. Dent and his students at St. Louis Community College at Florissant Valley helped especially in determining which pedagogical features would be most useful. I want also to thank Robert Litro of Mattatuck Community College; Fred Veal of Miami Dade North; Raymond Tewell of American River College; James O'Donovan of Cayuga County Community College; James Peterson of Kennedy-King Jr. College; Jack Mars of Mercer County Community College; and Larry Orilia of Nassau Community College.

Very special thanks go to Ms. Irene Sperling of McGraw-Hill's New York staff. Her thoughtful work contributed greatly to making this book a reality.

Dan Steinhoff

Contents

	Preface	XX
IN	TRODUCTION / THE NATURE AND IMPORTANCE OF OUR BUSINESS WORLD	1
1	What Business Is and What Business Does A Definition of Business "We're All in This Together" Private Business Firms Objectives of Private Firms • The Necessity of Profits Why Study Business? Summary Key Terms • Review Questions A Case in Point	3
2	An Overview of Our Business World Basic Functions of the Business World Key Segments of the Business World Raw Material-producing Industries • Manufacturing and Construction Industries • The Transportation Industry • Banking and Financial Market Services • Product Distribution Systems • Public Utilities and Other Power Industries • The Communications Industry • The Insurance Industry • Educational Institutions and Professional Training Programs • Research and Development Programs Summary Key Terms • Review Questions A Case in Point	15

PA	FIRMS	29
3	What Management Is and What Management Does A Definition of Management The Factors of Production • The 5 M's of Management Directing the Efforts of Others Who Needs Management? • How Does Management Accomplish Its Assignment? The Three Levels of Management Top Management • Middle Management • Supervisory Management The Four Basic Functions of Management Summary Key Terms • Review Questions A Case in Point	31
4	The Functions of Management Planning Planning Defined • Which Managers Plan? • A Continuous Activity Organizing Organizing Defined • Which Managers Organize Directing Directing Defined • Two Aspects of Directing Controlling Controlling Controlling Defined • Control, Too, Never Ends Summary Key Terms • Review Questions A Case in Point	39
5	Internal Organization of Business Firms Simple versus Complex Organizations The Process of Organizing The Organization Plan • Management Principles That Apply to Organizing Basic Types of Internal Organization Line Organization • Line and Staff Organization • Functional Organization • Matrix Organization •	51

	A Case in Point	
6	Legal Forms of Organization Overview of Legal Forms Proprietorships Advantages of Proprietorships • Disadvantages of	73
	Proprietorships	
	Partnerships	
	Types of Partnerships • Advantages of Partnerships • Disadvantages of Partnerships	
	Corporations	
	Creating a Corporation • Corporate Ownership and Financing • Advantages of Corporations • Disadvantages of Corporations • Special Forms of Corporate Organization Other Forms of Logal Organization	
	Other Forms of Legal Organization Business Trusts (Massachusetts Investment Trusts) • Joint Ventures (Syndicates) • Mining Partnerships • Mutual Companies • Cooperatives	
	Summary	
	Key Terms • Review Questions	
	A Case in Point	
PA	ART TWO / PRODUCTION: ITS NATURE, PREPARATION, AND CONTROL	101
7	Introduction to Production and Its Background	103
	Overview of Production	100
	Production Defined: Form Utility • The Importance of Production • The Basis of Modern Production: The Industrial Revolution	
	Characteristics of Modern Production	
	Mechanization • Mass Production • Specialization of Labor • Standardization • Automation • Research and	

Committee Organization

The Informal Organization

Summary

Internal Organization and Parkinson's Law

	Types of Production Processes	
	Extractive Processes • Analytic Processes • Fabricating	
	(Converting) Processes • Synthetic (Assembly) Processes	
	Industrial Products and Consumer Products	
	Service Industries	
	Characteristics of Most Service Industries • The Growth of	
	Service Industries	
	Summary	
	Key Terms • Review Questions	
	A Case in Point	
•	Description for Declaration	117
8	Preparing for Production	117
	Key Aspects of Preparing for Production	
	1. Determining Which Products to Produce •	
	2. Determining Locations for Factories • 3. Assuring	
	Proper Amounts of Raw Materials, Parts, and Supplies	
	(The Purchasing Function) • 4. Determining the	
	Layout for Manufacturing Operations	
	Summary	
	Key Terms • Review Questions	
	A Case in Point	
9	Controlling Production Operations	135
	Production Control	
	Steps in Production Control • Charting Production	
	Control Functions • Ensuring the Quality of Products	
	Work-Improvement Methods	
	Techniques of Work Improvement • Techniques for	
	Scheduling and Measuring Production Progress	
	Summary	
	Key Terms • Review Questions	
	A Case in Point	
	A Case in Forne	
PAI	RT THREE / MARKETING: FROM FACTORY TO WHOLESALER	
	TO RETAILER TO CONSUMER	151
	ml N. 4 Pole and Franchise of Manhatine	150
10	The Nature, Role, and Functions of Marketing	153
	Marketing Defined	

 $Development \bullet Management \ Professionals \bullet Capital$

Accumulation

Benefits of Our Marketing Distribution System • Sellers' Market versus Buyers' Market • The Importance of Marketing to Our Economy The Objective, Organization, and Functions of Marketing Organization of the Marketing Responsibility • The Functions of Marketing Are Distribution Costs Too High? Summary Key Terms • Review Questions A Case in Point	
The Channels of Distribution: Wholesaler-Middlemen The Channels of Distribution Distribution Channels for Consumer Products Distribution Channels for Industrial Products Types and Services of Wholesaler-Middlemen Types of Wholesaler-Middlemen Services of Wholesaler-Middlemen Developments in Distribution Summary Key Terms • Review Questions A Case in Point	169
Key Aspects of Large Marketing Programs Understanding the Market and Meeting Its Needs Marketing Research • The Marketing Mix • Types of Markets • Differences in Marketing of Industrial Products versus Consumer Products • Mass Markets and Target Markets Product Considerations Product Differentiation • The Product's Life Cycle • The Complete Product Line Brands, Trademarks, Labels, Copyrights, and Patents Brands • Trademarks • Labels • Copyrights • Patents Pricing Considerations Types of Pricing Policies • Factors Affecting Pricing Policies • Pricing Policies and Profits Summary Key Terms • Review Questions A Case in Point	185

13	Retailers and Retailing Retailing: The Distribution of Consumer Products The Classification of Consumer Products • Marketing Consumer Products The Structure of Retailing The Changing "Wheel of Retailing" • Scrambled Merchandising • Types of Retailers How Manufacturers Choose Retailers Summary Key Terms • Review Questions A Case in Point	205
14	Elements of Successful Retailing Justifying the Establishment of a New Retail Store Market Expansion • The Presence of Inefficient Firms Choosing Locations and Sites Understanding the Market through Marketing Research Evaluating Layout and Space Layout Considerations • Layout, Displays, and Shoplifting Setting Prices Gross Margin and Average Markup • Markup Based on Sales Price • Average Markup and Setting Initial Prices • Discounts Used in the Business World • Consumer Credit Plans • Credit Card Selling Summary Key Terms • Review Questions A Case in Point	221
15	Advertising and Other Sales Promotion Methods Promotion and Promotional Strategies Sales Management • Types of Sales Promotion Methods Direct Sales Promotion Methods Advertising • Publicity • Displays • Special Events • Manufacturers' Aids • Personal Selling • Trade Shows Indirect Sales Promotion Methods Public Relations • Customer Relations • Customer Services • Product Styling and Packaging Criticisms of Advertising	241

	Key Terms • Review Questions	
	A Case in Point	
16	Transportation and Physical Distribution—	
	Business Logistics	255
	The Need for Efficient Transportation	
	The Expense of Transportation • Meeting the Costs of	
	Transportation	
	Physical Distribution	
	Transportation and Physical Distribution Policy • The	
	New Importance of Physical Distribution	
	Business Logistics	
	Major Methods of Transportation	
	Railroads • Trucks • Water Transportation • Air	
	Transportation • Pipelines • Comparison of the Major	
	Transportation Methods	
	Government Regulation of Transportation Companies	
	Summary	
	Key Terms • Review Questions	
	A Case in Point	
PAI	RT FOUR / FINANCING THE BUSINESS WORLD	271
17	Meeting the Financial Needs of Business Firms	273
	Business Investment: Owners and Creditors	
	The Importance of Ownership Capital • The Importance	
	of Creditor Capital • Types of Creditor Capital • Trading	
	on the Equity • The Use of Creditor Capital: An	
	Illustration • Basic Sources of Creditor Capital •	
	Additional Sources of Short-term Credit	
	The Money Supply	
	Coins and Currency • Credit Cards • The Money Supply in the Past • Requirements of a Useful Medium of	
	Exchange • The Functions of Money	
	Summary	
	Key Terms • Review Questions	
	A Case in Point	
	A Case in Point	

Summary

18	Short-term Financing: The Banking System	293
	The Federal Reserve System	
	The Federal Reserve System and the Money Supply •	
	The Federal Reserve System and the U.S. Treasury	
	Commercial Banks and Other Financial Institutions	
	Commercial Bank Services • Commercial Banks and	
	Loans • Commercial Banks and the Money Supply	
	The Federal Deposit Insurance Corporation (FDIC)	
	Summary	
	Key Terms • Review Questions	
	A Case in Point	
19	Long-term Financing: Securities and Security Markets	311
	Long-term Financing by Sale of Stocks (Owner-Equity	011
	Financing)	
	Common Stock • Preferred Stock • Procedure for Selling a	
	New Stock Issue	
	Long-term Financing by Sale of Bonds (Creditor Financing)	
	Types of Bonds • Optional Characteristics of Bonds •	
	Procedure for Selling a Bond Issue	
	The Established Markets for the Sale of Stocks, Bonds, and	
	Commodities	
	Security Exchanges • Commodity Exchanges	
	Long-term Financing by Mortgages	
	Summary	
	Key Terms • Review Questions	
	A Case in Point	
20	Risks and Risk Bearing	339
	The Risks around Us	000
	Recognizing Risks ◆ Coping with Risks	
	What Is a Risk?	
	Some Typical Risks of Business • Relative Incidence of	
	Loss • Insurable Interest • Requirements for Insurability	
	of a Risk • Speculative Risk versus Pure Risk	
	Methods of Coping with Risk	
	Minimizing the Risk • Eliminating the Risk • Shifting the	
	Risk to an Insurance Company • Self-Insurance of the	
	Risk • Absorbing the Risk • Hedging the Risk	

	Summary Key Terms • Review Questions A Case in Point	
21	The Insurance Industry Property and Casualty Insurance Types of Property and Casualty Insurance • Comprehensive Policies • Rates for Property and Casualty Insurance • Coinsurance • Let the Buyer Beware (Caveat Emptor) Life Insurance Mutual Insurance Companies • Stock Insurance Companies • Mutual and Stock Companies Compared Rates for Life Insurance • Types of Life Insurance Business Uses of Life Insurance Regulation of the Insurance Industry The Government as an Insuror Summary Key Terms • Review Questions A Case in Point	353
PAF	RT FIVE / INSIDE BUSINESS: DAY-TO-DAY OPERATIONS	375
22	Human Resources: Personnel Management Personnel Management Basic Procedures and Techniques of Personnel Management • Employees' Expectations • The Changing Emphasis in Personnel Management Employees' Needs and Motivation Maslow's Hierarchy of Human Needs • Approaches to Motivating Employees • Employees' Participation in Decision Making • Employees' Responsibilities • The Role of Management • Dissatisfaction on the Job Unions and Personnel Management Labor's Weapons • Management's Weapons • Collective Bargaining • Unions' Effects on Personnel Management Retirement at Seventy—The Newest Development in Personnel Management	377

xv