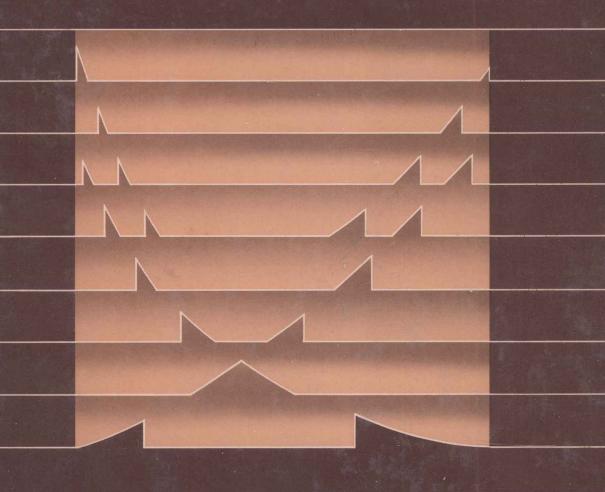
# MANAGERIAL ACCOUNTING

THIRD EDITION



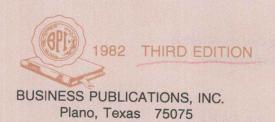
Ray H. Garrison

# MANAGERIAL ACCOUNTING

Concepts for planning, control, decision making

# RAY H. GARRISON, D.B.A., C.P.A.

Institute of Professional Accountancy Brigham Young University



Material from Uniform CPA Examination Questions and Unofficial Answers, copyright © 1966 through 1980 by the American Institute of Certified Public Accountants, Inc., is reprinted (or adapted) with permission.

Material from the Certificate in Management Accounting Examinations, copyright © 1974 through 1980 by the National Association of Accountants, is reprinted (or adapted) with permission.

Material from the CICA Uniform Final Examination Questions and Solutions, copyright © 1978 through 1980 by The Canadian Institute of Chartered Accountants, Toronto, Canada, is reprinted (or adapted) with permission.

Material from Final Examinations 1978 and 1979 is reprinted by permission of the copyright holder, the Canadian Certified General Accountants' Association, Vancouver, B.C., Canada.

© BUSINESS PUBLICATIONS, INC., 1976, 1979, and 1982

All rights reserved. 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 0-256-02690-4 Library of Congress Catalog Card No. 81-52296 Printed in the United States of America

### **PREFACE**

This text is designed for a one-term course in managerial accounting, to be used by students who have already completed one or two terms of basic financial accounting. A companion volume for the financial accounting sequence is *Financial Accounting* by Roger H. Hermanson, James Don Edwards, and Ray H. Garrison.

The emphasis of *Managerial Accounting* is on uses of accounting data internally by managers in directing the affairs of organizations, both business and nonbusiness. As in the first two editions, the third edition of *Managerial Accounting* is consistently managerial in thrust, looking at accounting data through the eyes of those who must use it in setting plans and objectives, in controlling operations, and in making the myriad of decisions involved with the management of an enterprise. Looking at accounting data from this perspective provides a solid managerial base on which to build concepts. It also makes it easier for the instructor to portray the internal accountant in his or her true role—that of a key participant in the basic functions of management.

Although the emphasis of the book is on uses of accounting data, care has been taken to not sacrifice the student's need for basic technical understanding. To this end, topics are covered in enough depth to ensure full comprehension of basic concepts. The student is then able to proceed with confidence and understanding in the application of these concepts to organizational problems.

A paramount objective in writing this book has been to make a clear and balanced presentation of relevant subject material. Effort has been made to draw examples and homework problems, where appropriate, from serviceoriented as well as from profit-oriented situations, and from nonmanufacturing as well as from manufacturing situations.

#### New in this edition

In the revision process, great care has been taken to retain all of the strengths favorably commented upon by users of the first two editions. The book has been updated where needed, however, with a large amount of the assignment material either thoroughly revised or new to this edition. As in the prior edition, users will find a wide range of problems in terms of level of difficulty.

Other changes or additions include:

- 1. Learning objectives have been placed at the beginning of each chapter to guide the student in his or her study of the chapter material.
- 2. The book has been updated to include the new Accelerated Cost Recovery System (ACRS) depreciation rules enacted by Congress in August 1981. (Old depreciation methods are now obsolete for income tax and capital budgeting purposes, since the new ACRS rules must be used on all assets placed into service after January 1, 1981.) The new ACRS rules have been integrated into the capital budgeting material in Chapter 15, along with the new investment credit rules enacted by Congress. This makes the book completely upto-date with the new tax law.
- 3. The material on process costing has been removed from the Appendix to Chapter 3 ("Job Order Costing") and placed in a chapter by itself. The material included in this new chapter has been completely rewritten, with the new chapter titled, "Systems Design: Process Costing." It becomes Chapter 4 in this edition.
- 4. Material has been added to Chapter 10 ("Flexible Budgets and Overhead Analysis") to show how variances are presented on the income statement for management's use.
- 5. The material on transfer pricing in Chapter 11 ("Control of Decentralized Operations") has been completely rewritten. This material now includes a general formula for computing the transfer price, which students will find very helpful.
- 6. The sequence of the chapters on relevant costs and pricing has been reversed. The chapter on relevant costs (Chapter 13) now comes after the chapter on pricing rather than before it. This will permit the instructor to move from relevant costs right into the chapters on capital budgeting with no intervening material to cover.

In addition to the above, scores of small "polishing" changes have been made throughout the book in an effort to further improve flow, comprehension, and readability. In no case, however, has change been made simply for the sake of change (other than in the assignment material). Rather, the revision has been completed with a single objective in mind—to make the third edition of *Managerial Accounting* the most teachable book of its kind available anywhere.

### Using the text

As in the prior editions, flexibility in meeting the needs of courses varying in length, content, and student composition continues to be a prime concern in the organization and content of the book. Sufficient text material is available to permit the instructor to choose topics and depth of coverage as desired. Appendixes, parts of chapters, or even whole chapters can be omitted without adversely affecting the continuity of the course. An instructor's manual is

available which gives a number of alternate assignment outlines and suggestions as to the problems to be assigned from the various chapters.

The book contains over 700 questions, exercises, and problems for inclass use or for homework assignment. In addition, a study guide is available, as is a test bank containing both objective and problem-type questions.

#### **Acknowledgments**

Ideas and suggestions have been received from many faculty members who used the revised edition of the book. Each has my thanks, since the book is a better product as a result of their insightful comments.

The following professors spent considerable time providing in-depth reviews of the prior edition: Lee Dexter, Moorhead State University; Clarence Fries, University of Arkansas; Phillip A. Jones, Sr., University of Richmond; Edward H. Julius, California State University, Northridge; Franklin Lowenthal, California State University, Hayward; Morton Nelson, University of Windsor; Thomas J. O'Neil, American International College; and Murat Neset Tanju, The University of Alabama in Birmingham.

My appreciation is extended to the National Association of Accountants and to the American Institute of Certified Public Accountants for permission to quote from their publications. Selected materials from the Uniform CPA Examinations, copyright © 1966 through 1980 by the American Institute of Certified Public Accountants, Inc., are used (or adapted) by permission. These problems bear the notation (CPA) in the text. Material from the Certificate in Management Accounting Examinations, copyright © 1973 through 1980 by the National Association of Accountants, is reprinted (or adapted) by permission. These problems bear the notation (CMA) in the text. I also acknowledge, with appreciation, permission from the Society of Management Accountants of Canada, from the Canadian Institute of Chartered Accountants, and from the Canadian Certified General Accountants' Association for permission to use selected problems from their examinations in the text. These problems bear the notations SMA, CICA, and CCGA, respectively.

Finally, my thanks to The Pillsbury Company and to West Point-Pepperell, Inc., for permission to use excerpts from their annual reports.

Ray H. Garrison

### CONTENTS

#### 1 Managerial accounting—A perspective

3

Organizations and their objectives: Setting objectives. Strategic planning. The work of management. The planning and control cycle. Organizational structure: Decentralization. Line and staff relationships. The controller. Organizations have basic similarities. The manager's need for information: Accounting information. Information must be in summary form. Comparison of financial and managerial accounting: Differences between financial and managerial accounting. Similarities between financial and managerial accounting. The expanding role of managerial accounting: Increased needs for information. The certificate in management accounting (CMA).

# PART ONE MANAGERIAL ACCOUNTING FUNDAMENTALS

#### 2 Cost terms, concepts, and classifications

27

General cost classifications: Manufacturing costs. Nonmanufacturing costs. Period costs. Product costs. Cost classifications on financial statements: The income statement. The balance sheet. Product costs—a closer look. Further classification of labor costs: Idle time. Overtime premium. Payroll fringe benefits. Costs and control: Variable and fixed costs. Direct and indirect costs. Controllable and noncontrollable costs. Other cost concepts: Differential costs. Opportunity costs. Sunk costs.

#### 3 Systems design: Job order costing

61

The need for factory unit cost data. Types of costing systems: Process costing. Job order costing. Job order costing—an overview: Measuring direct materials cost. The job cost sheet. Measuring direct labor cost. Application of manufacturing overhead. Computation of unit costs. A summary of document flows. Job order costing—the flow of costs: The purchase and issue of materials. Labor cost. Manufacturing overhead costs. The application of manufacturing overhead. Nonmanufacturing costs. Cost of goods finished. Cost of goods sold. A summary of cost flows. Problems of overhead application: The concept of underapplied and overapplied overhead. Disposition of under- or overapplied overhead balances. A general model of product cost flows. Multiple overhead rates. Appendix: Normalized overhead rates.

#### 4 Systems design: Process costing

111

Basic steps in process costing: Identify processing centers. Accumulate materials, labor, and overhead costs. Measure the output of the period. Compute unit costs. Total all unit costs. The flow of units between processing centers: Accounting

for units processed. Accounting for lost units. Accounting for the flow of costs. FIFO cost flow: Step 1: Prepare a quantity schedule. Step 2: Determine the costs to be accounted for. Step 3: Calculate the equivalent units and the unit costs. Step 4: Account for all costs. Production report of a second department. Journal entries to record costs. Moving average cost flow: Step 1: Prepare a quantity schedule. Step 2: Determine the costs to be accounted for. Step 3: Calculate the equivalent units and the unit costs. Step 4: Account for all costs. Production report of a second department. Journal entries to record cost flows. Comparison of moving average and FIFO.

#### 5 Cost behavior patterns—A closer look

147

Types of cost behavior patterns: Variable costs. True variable versus step-variable costs. The linearity assumption and the relevant range. Fixed costs. The trend toward fixed costs. Types of fixed costs. Fixed costs and the relevant range. Mixed costs. The analysis of mixed costs: The high-low method. The scattergraph method. The least squares method. The use of judgment in cost analysis. Multiple regression analysis. Engineering approach to cost study. The contribution format: Why a new income statement format? The contribution approach. Appendix: Alternate approach to least squares.

#### 6 Cost-volume-profit relationships

189

The basics of cost-volume-profit (CVP) analysis: Contribution margin. Contribution margin ratio (C/M ratio). Cost structure. Operating leverage. Some applications of CVP concepts. Importance of the contribution margin. Break-even analysis: Break-even computations. CVP relationships in graphical form. Target net profit analysis. The margin of safety (M/S). Structuring sales commissions. The concept of sales mix: The definition of sales mix. Sales mix and break-even analysis. Sales mix and per unit contribution margin. Limiting assumptions in CVP analysis.

# PART TWO USES OF MANAGERIAL ACCOUNTING DATA

### 7 Segmented reporting, and the contribution approach to costing 237

Segmented reporting: Differing levels of segmented reports. Basic allocation concepts. Sales and contribution margin. The importance of fixed costs. Direct and common fixed costs. Identifying direct fixed costs. Direct costs can become common. Segment margin. Common fixed costs. Varying breakdowns of total sales. Inventory valuation under the contribution approach—direct costing: Direct costing. Absorption costing. Unit cost computations. The controversy over fixed overhead cost. Comparison of absorption and direct costing. The definition of an asset. Extended comparison of income data. Sales constant, production fluctuates. CVP analysis and absorption costing. External reporting and income taxes. Advantages of the contribution approach.

#### 8 Profit planning

287

The basic framework of budgeting: Definition of budgeting. Nearly everyone budgets. Difference between planning and control. Advantages of budgeting. Re-

sponsibility accounting. Choosing a budget period. The self-imposed budget. The matter of human relations. The budget committee. The master budget—a network of interrelationships. Sales forecasting—a critical step. Preparing the master budget: The sales budget. The production budget. The direct materials budget. The direct labor budget. The manufacturing overhead budget. Cost of a unit of product. The selling and administrative expense budget. The cash budget. The budgeted income statement. The budgeted balance sheet. Zero-base budgeting. The need for further budgeting material. Appendix: Economic order quantity and the reorder point.

#### 9 Control through standard costs

341

Standard costs—management by exception: Who uses standard costs? Setting standard costs: Ideal versus practical standards. Setting direct materials standards. Setting direct labor standards. Setting variable overhead standards. Are standards the same as budgets? Advantages of standard costs. Disadvantages of standard costs. A general model for variance analysis: The general model. Using standard costs—direct material variances: Materials price variance—a closer look. Materials quantity variance—a closer look. Using standard costs—direct labor variances: Labor rate variance—a closer look. Labor efficiency variance—a closer look. Using standard costs—variable overhead variances: Overhead variances—a closer look. Graphical analysis of the price and quantity variances. Variance analysis and management by exception: Criteria for determining "exceptions." Statistical analysis of random variances. Appendix: General ledger entries to record variances.

#### 10 Flexible budgets and overhead analysis

385

Flexible budgets: Characteristics of a flexible budget. Deficiencies of the static budget. How the flexible budget works. The measure of activity—a critical choice. The overhead performance report—a closer look: The problem of budget allowances. Spending variance alone. Both spending and efficiency variances. Fixed costs and the flexible budget. Fixed overhead analysis: Flexible budgets and overhead rates. Overhead application in a standard cost system. The fixed overhead variances. The budget variance—a closer look. The volume variance—a closer look. Graphical analysis of fixed overhead variances. Cautions in fixed overhead analysis. Presentation of variances on the income statement. Summary problem on overhead analysis: Variable overhead variances. Fixed overhead variances. Summary of variances.

#### 11 Control of decentralized operations

431

Responsibility accounting: The functioning of the system. The flow of information. Expanding the responsibility accounting idea. The benefits of decentralization. Investment, profit, and cost centers. Measuring management performance. Rate of return for measuring managerial performance: The ROI formula. Factors underlying rate of return. Net operating income and operating assets defined. Controlling the rate of return: Increase sales. Reduce expenses. Reduce operating assets. The problem of allocated expenses and assets. The concept of residual income. Transfer pricing: The need for transfer prices. Transfer prices at cost. A general formula for computing transfer prices. Transfers at market price: General consider-

ations. Transfers at market price: Well-defined intermediate market. Transfers at market price: Price changes in the intermediate market. Transfers at negotiated market price. Divisional autonomy and suboptimization.

#### 12 Pricing of products and services

481

The economic framework for pricing: Total revenue and total cost curves. Marginal revenue and marginal cost curves. Elasticity of demand. Limitations to the general models. Pricing standard products: Cost-plus pricing formulas. The absorption approach. The contribution approach. Determining the markup percentage. Adjusting prices to market conditions. Why use cost data in pricing? Time and material pricing. Pricing new products: Test marketing of products. Pricing strategies. Target costs and product pricing. Special pricing decisions: Pricing a special order. The variable pricing model. Criticisms of the contribution approach to pricing. Price discrimination.

#### 13 Relevant costs in nonroutine decisions

523

Cost concepts for decision making: Identifying relevant costs. A confusion of terms. Sunk costs are not relevant costs: Book value of old equipment. Future costs that do not differ are not relevant costs: An example of irrelevant future costs. Why isolate relevant costs? Adding and dropping product lines: An illustration of cost analysis. A comparative format. Beware of allocated fixed costs. The make or buy decision: The advantages of integration. An example of make or buy. The matter of opportunity cost. Utilization of scarce resources: Contribution in relation to scarce resources. The problem of multiple constraints. Joint product costs and the contribution approach: The pitfalls of allocation. Sell or process further decisions. Appendix: Linear programming.

#### 14 Capital budgeting decisions

575

Capital budgeting—an investment concept: Typical capital budgeting decisions. Characteristics of business investments. The concept of present value: The theory of interest. Computation of present value. Present value of a series of cash flows. Discounted cash flows—the net present value method: The net present value method illustrated. Emphasis on cash flows. Recovery of the original investment. Limiting assumptions. Choosing a discount rate. An extended example of the net present value method. Discounted cash flows—the time-adjusted rate of return method: The time-adjusted rate of return method illustrated. The problem of uneven cash flows. The process of interpolation. Using the time-adjusted rate of return. The cost of capital as a screening tool. Comparison of the net present value and the time-adjusted rate of return methods. Expanding the net present value approach: The total-cost approach. The incremental-cost approach. Least-cost decisions. Post-audit of investment projects. Appendix: Future value and present value tables.

#### 15 Further aspects of investment decisions

623

Income taxes and capital budgeting: The concept of after-tax cost. The concept of depreciation tax shield. Accelerated Cost Recovery System (ACRS). The choice of a depreciation method. The investment credit. Comprehensive example of income taxes and capital budgeting. Preference decisions—the ranking of invest-

ment projects: Time-adjusted rate of return method. Net present value method. Comparing the preference rules. Other approaches to capital budgeting decisions: The payback method. Evaluation of the payback method. An extended example of payback. Payback and uneven cash flows. The simple rate of return method. Criticisms of the simple rate of return. The choice of an investment base.

# PART THREE SELECTED TOPICS FOR FURTHER STUDY

#### 16 Service department cost allocations

665

The need for cost allocation: The predetermined overhead rate revisited. Equity in allocation. Guidelines for cost allocation: Selecting allocation bases. Interdepartmental services. Allocating costs by behavior. Pitfalls in allocating fixed costs. Should actual or budgeted costs be allocated? Guidelines for allocating service department costs. Implementing the allocation guidelines: Basic allocation techniques. An extended example. No distinction made between fixed and variable costs. Should all costs be allocated? Beware of sales dollars as an allocation base.

#### 17 "How well am I doing?"—Financial statement analysis

699

The importance of statement analysis: Importance of comparisons. The need to look beyond ratios. Statements in comparative and common-size form: Dollar and percentage changes on statements. Common-size statements. Ratio analysis—the common stockholder: Earnings per share. Extraordinary items and earnings per share. Fully diluted earnings per share. Price-earnings ratio. Dividend payout and yield ratios. Return on total assets. Return on common stockholders' equity. Book value per share. Ratio analysis—the short-term creditor: Working capital. The current ratio. Acid-test ratio. Accounts receivable turnover. Inventory turnover. Ratio analysis—the long-term creditor: Times interest earned. The debt-to-equity ratio.

### 18 "How well am I doing?"—Statement of changes in financial position

743

The purpose of the statement: An example of the statement. Alternate titles to the statement. Sources and uses of working capital: Sources of working capital. Uses of working capital. Summary of sources and uses. No effect on working capital. Direct exchange transactions. The funds statement—an illustration: Three basic steps to the funds statement. Statement of changes in working capital. Changes in noncurrent balance sheet accounts. The completed funds statement. Uses of the funds statement. A working paper approach to the funds statement: The statement of changes in working capital. The T-account approach. The completed funds statement. Focusing on changes in cash: What activities have an impact on cash? Sources of cash. Uses of cash. The cash flow statement—an illustration. Appendix: Modified cash flow statement.

index 793

### **MANAGERIAL ACCOUNTING**

Concepts for planning, control, decision making



# MANAGERIAL ACCOUNTING— A PERSPECTIVE

### Learning objectives

After studying Chapter 1, you should be able to:

Explain what is meant by an organization and describe the work done by management in organizations.

Name the steps in the planning and control cycle and explain how each impacts on the work of management.

Prepare an organization chart and explain its purpose.

Distinguish between line and staff responsibilities in an organization.

Name the three groups into which organizations can be classified and discuss the ways in which these organizations are similar.

Describe the three broad purposes for which the manager needs accounting information.

Identify the major differences and similarities between financial and managerial accounting.

Define or explain the key terms listed at the end of the chapter.

1

Managerial accounting is concerned with providing information to *managers*, that is, to those who are *inside* of an organization and who are charged with directing and controlling its operations. Managerial accounting can be contrasted with financial accounting, which is concerned with providing information to stockholders, creditors, and others who are *outside* of an organization.

Because it is manager oriented, any study of managerial accounting must be preceded by some understanding of the management process and of the organizations in which managers work. Accordingly, the purpose of this chapter is to examine briefly the work of the manager and to look at the characteristics, structure, and operation of the organizations in which this work is carried out. The chapter concludes by examining the major differences and similarities between financial and managerial accounting.

#### **ORGANIZATIONS AND THEIR OBJECTIVES**

An organization can be defined as a group of people united together for some common purpose. A bank providing financial services is an organization, as is a university providing educational services, and the General Electric Company producing appliances and other products. An organization consists of *people*, not physical assets. Thus, a bank building is not an organization; rather, the organization consists of the people who work in the bank and who are bound together for the common purpose of providing financial services to a community.

The common purpose toward which an organization works is called its objective. Not all organizations have the same objective. For some organizations the objective is to produce a product and earn a profit. For other organizations the objective may be to render humanitarian service (the Red Cross), to provide aesthetic enrichment (a symphony orchestra), or to provide government services (a water department). To assist in our discussion, we will focus on a single organization, the Bestway Furniture Company, and look closely at this organization's objectives, structure, and management, and at how these factors influence its need for managerial accounting data.

#### Setting objectives

The Bestway Furniture Company is a corporation, and its owners have placed their money in the organization with the thought in mind of earning a return, or profit, on their investment. Thus, one objective of the company is to earn a profit on the funds committed to it. The profit objective is tempered by other objectives, however. The company is anxious to acquire and maintain a reputation of integrity, fairness, and dependability. It also wants to be a positive force in the social and ecological environment in which it carries out its activities.

The owners of the Bestway Furniture Company prefer not to be involved

in day-to-day operation of the company. Instead, they have outlined the broad objectives of the organization and have selected a president to oversee the implementation of these objectives. Although the president is charged with the central objective of earning a profit on the owners' investment, he¹ must do so with a sensitivity for the other objectives which the organization desires to achieve.

#### Strategic planning

The implementation of an organization's objectives is known as strategic planning. In any organization, strategic planning occurs in two phases:

- 1. Deciding on the products to produce and/or the services to render.
- 2. Deciding on the marketing and/or manufacturing strategy to follow in getting the intended product or service to the proper audience.

The set of strategies emerging from strategic planning is often referred to as an organization's *policies*, and strategic planning itself is often referred to as *setting policy*.<sup>2</sup>

PHASE ONE STRATEGY. In deciding on the products to produce or the services to render, there are several strategies that the president of the Bestway Furniture Company could follow. The company could specialize in office furniture. It could specialize in appliances, it could be a broad "supermarket" type of furniture outlet, or it could employ any one of a number of other product and/or service strategies.

After careful consideration of the various strategies available, a decision has been made to sell only home furnishings, including appliances. The president, for one reason or another, has rejected several other possible strategies. He had decided, for example, not to service appliances. He has also decided not to sell office furniture or to deal in institutional-type furnishings.

PHASE TWO STRATEGY. Having decided to concentrate on home furnishings, the president of the Bestway Furniture Company is now faced with a second strategy decision. Some furniture companies handle only the highest quality home furnishings, thereby striving to maintain the image of a "quality" dealer. Markups are usually quite high, volume is quite low, and promotional efforts are directed toward a relatively small segment of the public. Other furniture dealers operate "volume" outlets. They try to keep markups relatively low, with the thought that overall profits will be augmented by a larger number of units sold. Still other dealers may follow different strategies. The selection

<sup>&</sup>lt;sup>1</sup> The English language lacks a generic singular pronoun signifying he *or* she. For this reason the masculine pronouns he and his are used to some extent in this book for purposes of succinctness and to avoid repetition in wording. As used, these pronouns are intended to refer to both females and males.

<sup>&</sup>lt;sup>2</sup> For an expanded discussion of strategic planning, see Harold Koontz and Cyril J. O'Donnell, *Management*, 6th ed. (New York: McGraw-Hill, 1976); and William H. Newman and E. Kirby Warren, *Process of Management*, 4th ed. (Englewood Cliffs, N.J.: Prentice-Hall, 1977).

of a particular strategy is simply a matter of managerial judgment; some companies make a profit by following one strategy, while other companies are equally profitable following another. In the case at hand, the Bestway Furniture Company has decided to operate "volume" outlets and to focus on maintaining a "discount" image.

Every organization must make similar strategy decisions. The set of strategies resulting from these decisions may not be written down, but they exist nonetheless and are a central guiding force in the organization's activities and in its need for accounting information.

#### The work of management

The work of management centers around what is to be managed—the organization itself. Essentially, the manager carries out four broad functions in an organization:

- 1. Planning.
- 2. Organizing and directing.
- 3. Controlling.
- 4. Decision making.

These activities are carried on more or less simultaneously and often under considerable stress, urgency, and pressure. Rarely (if ever) will managers stop to examine which function they are engaged in at that particular moment. Perhaps they couldn't tell even if they tried, since a specific action might touch on all four.

PLANNING. In planning, the managers outline the steps to be taken in moving the organization toward its objectives. We saw the planning function in operation in the Bestway Furniture Company as the president decided on a set of strategies to be followed. The president's next step will be to develop further, more specific plans, such as store locations, methods of financing customer purchases, hours of operation, discount policies, and so forth. As these plans are made they will be communicated throughout the organization and will serve to coordinate, or to meld together, the efforts of all parts of the organization toward the company's objectives.

ORGANIZING AND DIRECTING. In organizing, the managers decide how best to put together the organization's human and other resources in order to carry out established plans. As a customer enters one of the Bestway Furniture Company's stores, the results of the managers' organizational efforts should be obvious in several ways. Certain persons will be performing specific functions, some directly with the customer, and some not. Some persons will be overseeing the efforts of other persons. The store's physical assets will be arranged in particular ways, and certain procedures will be followed if a sale is made. These and a host of other things, seen and unseen, will all exist to assure that the customer is assisted in the best way possible, and to assure that the company moves toward its profit objectives. In short,