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Topic: - Types of Supervision.

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# **Types of Supervision**

**There are two types of Supervision:**

(a) Autocratic

(b) Democratic.

## **(A) Autocratic Supervision:**

In this type, the authority is centralised in the key person or head, who has been legally appointed to look after the organisation. The policies and techniques of the school programme are directed by him. Here, the authority and power may be delegated to the supervisors who are directly responsible to the head.

There is quick communication between the authority and supervisors so that they can be easily contacted and ordered to carry out definite directions. All suggestions and prescriptions of duties and activities come from one

person and may be passed down, the line and performance is checked in the same manner upward.

Supervisors are appointed in establishments as the inspectors.

Generally the inspectors visit individual teachers classes, meet them individually to solve their problems. Students are also assisted individually. The authoritarian leader remains in the focus of the group's attention. He emphasizes their obedience.

### **Demerits:**

In autocratic supervision conflict, friction and antagonism soon develop. There is repression of individual personalities and no attempt is made to utilize the intelligent and talent of the supervisors. There is great wastage of both talent and energy.

## **(B) Democratic Supervision:**

Here authority is based on superiority of knowledge, skill and capacity and not on legal sanctions. There is decentralization of power. Every supervisor is required to contribute his best to group purposes and group welfare.

The talents of all workers are utilized fully. There is maximum possible participation of all workers in determining policies, procedures and final evaluation.

Each individual personality is respected and considered of supreme value. Equality is practiced in all matters; emphasis is placed on mutual relationship and respect for one another.

**Thank You**