



THEORETICAL APPROACH TO AN EPISTEMOLOGY OF MANAGEMENT SCIENCES

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Abstract: *The administrative and management sciences have been evolving and assuming different positions; we are wondering about their objects and methods. On the other hand, it is currently debated around a science or a pseudoscience, which has initiated movements of theorists to reflect on the foundations of the different disciplines; the administrative and management sciences are added to this process. However, a philosophy of these sciences has not been realized yet. The present article addresses these questions and seeks to give details of them through opinions and studies of experts in these areas and the authors' own opinions.*

Keywords: *Management, epistemology, object of study, science*

INTRODUCTION

Management is not a science, it is an art of organizing, planning, directing, supervising and executing activities or accomplishing goals, together with the personnel working in an organization based on the objectives proposed therein (Ducker, 2009). It is defined as art, because ca-da manager takes the reins of the organization depending on the goods and services offered to the consumer and the market demand; therefore, each company is subject to particular situations inherent to the functions that they are detached. Also, management from its historical beginnings has been carried out by different schools of managerial thinking, where each one has different managerial styles.

However, management has an object or purpose and it is the satisfaction and co-educational well-being of the customers who use the goods and products generated by it, in accordance with the needs of the consumers.

Such satisfaction and well-being of the clients is the world (the object) with which the being is related in our case the manager (subject).

Therefore, the objective of this essay is to elucidate the epistemological bases of the management sciences and their theoretical approach in administrative practice.

Methodology

The methodology used was qualitative, with a phenomenological-hermeneutic design, since a series of documents and scientific articles on the subject were compiled for later analysis, taking into consideration the following aspects: relevance, relation with the objectives of the study and information that allows the discussion of the findings found.

Development

From the subject-object interaction, knowledge is generated, which initially enters through the experiences of the sensory system. Complexity constructs the empirical world formed in uncertainty, as proposed by Acosta (2014) when he says "the inability to achieve certainty, to formulate laws, to conceive of an absolute order, although it does not reject in any way the order, determinism, but knows them insufficient (p.10) ".

The subject acts on the object through the senses of the subject through a cause-effect relationship. In this sense, management is developed among the knowledge that studies the empirical-positivist epistemological perspective. In another order of ideas, the search for knowledge positions management within the phenomenological epistemological perspective through the relationship of being with objects mostly real excepting the ideal objects (those that are not affected by any circumstance) since the reality is permanently Changing to give way to its complexity.

Knowledge is sought and produced through the relationship of being with the world where it is submerged, this being the nature of the phenomenological epistemological perspective. Being through his experience gives meaning to his world through two bases: linguistics and history. In this sense, Acosta (2014) states that "in managerial science a series of factors are linked to the different disciplines involved in organizational performance; it influences the language, the historical (between the psychological, sociological, biological and economic) and from that perspective it is necessary to address it (p.11) ".

The present era is characterized by the emergence of technology, electronics and the boom of information and communication. We have entered into a specific form of social organization, where the production, diffusion, dissemination and management of knowledge become the fundamental sources of productivity and power due to new technological conditions (Castells, 1998).

It has moved from the information society to the Knowledge Society, where the key is to have more and better knowledge, in the personal, as well as organizational and social. This new society lies in the need to define and instrumentalize ways of producing and managing that intangible asset called "knowledge", which is considered to be the most valuable asset of 21st century institutions (Drucker, 1999: 191).

Management also uses statistics as a measuring instrument. Knowledge is validated using the experimental method, this being the nature of positivism. However, according to Acosta (2014) "a manager must know

depending on the phenomenon to be studied and its implications on organizational results, what methodical and methodological perspective he must undertake in order to respond to that trans-complex world that surrounds him (p.14)." Let's remember that organizations understand different people with different ways of perceiving the world, so ethnography and phenomenology-hermeneutics, are a great help for understanding interpersonal relationships within the company, helping to solve labor conflicts and the search for greater efficiency of human capital.

We consider that there is an Epistemology for Management Sciences, since the acquisition of knowledge is based on the different epistemological perspectives and / or styles of thoughts described above, until reaching the holistic or integrative approach. The holistic refers to the epistemic position according to which the knowledge obtained and required is varied and complex, since it is appreciated and derived in a broad, and transdisciplinary way, in the context in which it originates. From the ontological point of view, it establishes a real-type relationship with its consumers and / or clients in a direct or indirect way, where exchange of experiences and knowledge converge between both parties.

Results and discussion

Epistemology is understood as Philosophy of Science, being the discourse by which scientific knowledge is legitimized. In this sense, knowledge is known as the human action by which it appropriates reality, which is established by Zubiri (1998) as a formality, that is, knowledge is to give "shape" to the perceived or intuited of the reality.

In the case of Administrative and Management Sciences, these have developed their own way of thinking and generating epistemes, through the creation of organizational knowledge based on dynamic interaction, between two specific forms of knowledge: tacit and explicit. In the interaction of these two knowledge is where the respective style of management should be developed, since the explicit knowledge when shared with the group is transformed into organizational knowledge and, in an interactive process within an alliance, this transformation provides an interorganizational knowledge .

In addition, the production of new knowledge is not simply a matter of processing objective information, but is a matter of knowing how to take advantage of the ideas, subjective perceptions and intuitions of individuals (Nonaka, 2000).

Conclusion

Evidence shows that the managerial and managerial sciences have had a thought in scientific determination of their nature for decision making. Likewise, when making a tour of its future, it is possible to see how, in some way, the emerging theories of the world of science were incorporated into the world of administration.

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