

PHILOSOPHY OF MANAGEMENT SCIENCE: ONTOLOGY, EPISTEMOLOGY, AND AXIOLOGY PERSPECTIVES

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ABSTRACT

Philosophically, management was a collection of knowledge and beliefs that provide the basis for determining solutions to managerial problems. Every knowledge cannot be separated from philosophy because philosophy was the root of all human knowledge, both scientific and non-scientific knowledge. Management philosophy and science have a close correlation. The practice and science of management has a very deep philosophical dimension. Management cannot be separated from philosophy because without philosophy, management does not have a strong foundation. Without management, philosophy will be just knowledge that has not been put into practice. This paper aims to describe the philosophical conception of management science through philosophical exploration from the perspectives of ontology, epistemology and axiology. The ontological perspectives on management science was the essence of management practice. The epistemological perspective in management science was related to the scientific method approach as a standard procedure for studying management. And, the axiological perspective to the value that humans have to make various considerations about what is valued.

Keywords: philosophy, management science, ontology, epistemology, axiology.

INTRODUCTION

Organizational management has developed along with the dynamics of changing times. Management science was the basis for managerial governance to achieve organizational performance. All points of view used in the development of management science have values, beliefs, and attitudes that were perceived to be able to best contribute to management practices in the organization.

Management science was experiencing rapid development. Philosophically, management was a collection of knowledge and beliefs that provide the basis for determining solutions to managerial problems. The

existence of world competition underlies a manager to understand management science philosophically as an active attitude to explore what scientific roots were in accordance with the concept of organizational and scientific applications that were able to accommodate individual actions as the subject.

An aim of this paper to describe the philosophical conception of management science through philosophical exploration from the point of view of ontology, epistemology and axiology. By comparing several perspectives, it was hoped that it can bring up points of view that can be used to understand the philosophy of management science.

LITERATURE REVIEW

Philosophy

The conception of the philosophy of management science cannot be separated from the history of philosophy. Philosophy has a big role in the development of science, all science was born from the womb of philosophy. Philosophy was the mother of all sciences. In the initial phase, philosophy only gave birth to two sciences, such as: natural science (natural philosophy), and social science (moral philosophy).

Philosophy or philosophy has various terminology. Etymologically, philosophy comes from the Greek language which consists of *philein* and *spohia*. *Philein* means love, and *spohia* means wisdom. Philosophy means love of wisdom. Philosophy also means desire, will, or earnest desire for true truth. Philosophy in general as a science that examines the nature of things to obtain the truth. The science of nature asks what was the essence of things.

According to Socrates, philosophy was a radical and comprehensive way of thinking or a way of thinking that discusses something in depth. The task of philosophy was not to answer questions that arise in life, but to question the answers given. Philosophy was thinking radically or getting to its roots (roots), comprehensive and fundamental.

Philosophy was comprehensive, fundamental, and speculative. The scope of philosophy was only about things of a general nature. Special matters become the study of science, so the scope of science was narrower than the scope of philosophy. Although the scope of science was narrower, the study of science was more in-depth.

The study of science from a philosophical point of view was a study that seeks to answer questions about the nature of science. This study was called the philosophy of science. The questions answered by the philosophy of science relate to: 1) the object of study of a science, 2) the true form of the

object, c) the relationship between objects and humans that produce science and knowledge, d) how to obtain and develop correct knowledge, and e) use of science and knowledge.

Science Philosophy

The history of philosophy was not always directly proportional, but sometimes turns backwards (Bahrin, 2013). Meanwhile, the history of science was always advancing. In the history of human knowledge, philosophy and science always go hand in hand and are interrelated. Philosophy and science have a tangent point in the search for truth.

Science has a role in describing, while philosophy has a role in interpreting universal phenomena. The truth of philosophy was throughout thought, while the truth of science was throughout experience. The purpose of philosophy was to find the real truth. If the actual truth was arranged systematically, then it becomes a systematic philosophy. Systematic philosophy was divided into three major branches of philosophy: theory of knowledge, theory of nature, and theory of value.

Science as a product of thinking activities was the lamp of civilization, where humans find themselves and live a more perfect life. How problems in human thought have prompted to think, ask questions, then seek answers to everything that exists, and finally humans are truth-seeking creatures. The nature of scientific activity was driven by questions based on three main problems: 1) what do you want to know, 2) how to obtain knowledge, and 3) what was the value of that knowledge.

To answer the question, a radical, systematic and universal system of thinking was needed as the truth of science discussed in the philosophy of science. Science can not be separated from the point of view of ontology, epistemology and axiology. Ontology discusses what you want to know about the theory of "being", in other words how the nature of the object under study results in knowledge. Epistemology discusses how the process of acquiring knowledge. Axiology discusses the value associated with the usefulness of the knowledge gained. By discussing these three points of view, humans will understand the nature of science. Without the true nature of science, humans will not be able to appreciate science as it should.

Management Science

Management was the same age as human life, because basically humans in their daily lives cannot be separated from the principles of management, either directly or indirectly, whether consciously or

unconsciously. Scientific management science emerged at the beginning of the 20th century in western Europe and America, when these countries were experiencing an industrial revolution, it changes in effective and efficient production management. It was because society has become more advanced and human needs have become more and more religious. Management was needed in all fields of form and organization and type of activity, where people work together to achieve a predetermined goal.

The word of management from the old French, it means the art of implementing and managing. Management does not yet have a universally accepted definition. Follet defines management as the art of getting work done through other people (Sethi, 1962). This definition means that a manager was in charge of organizing and directing others to achieve organizational goals. A manager was someone who works through other people by coordinating their activities to achieve organizational goals.

Management has three philosophies: 1) management as a process, 2) management as a collectivity, and 3) management as art and science. Management as a process, different terminology given by experts. Management was the achievement of predetermined goals by using the activities of others (Terry, 1968). According to Haimann and Scott (1974), management was a function to achieve something through the activities of others and overseeing individual efforts to achieve common goals. From these two terms, there were three important points, 1) the existence of goals to be achieved, 2) goals achieved by using the activities of other people, and 3) the activities of these other people must be guided and supervised.

Management as a collectivity, it means people carry out management activities. Everyone who carries out management activities in a particular organization was called management, in a singular sense called a manager. The manager was the person who was responsible for the implementation of various management activities so that the goals of the leadership unit were achieved by using the help of others.

Management as an art and science, management as an art serves to achieve a tangible goal of providing results or benefits. In achieving an organizational goal requires cooperation with others, how to order people to cooperate requires the art of organizing (Stoner & Wankel, 1986). In essence, human activity was managing (managing), to organize an art is needed, how to get other people to do work to achieve common goals requires management as an art.

Management as a science functions to explain phenomena, events, and circumstances. Management as a science, because it has been studied for a

long time, and has been organized into a theory. This was because management explains about management symptoms that are studied using scientific methods which were formulated in the form of various principles which were embodied in the form of a theory. Management was a science because it fulfills the requirements as a science: 1) structured systematically and regularly, 2) rationally objective so that it can be studied, 3) using the scientific method, 4) having organizational principles, and 5) can be used as a theory.

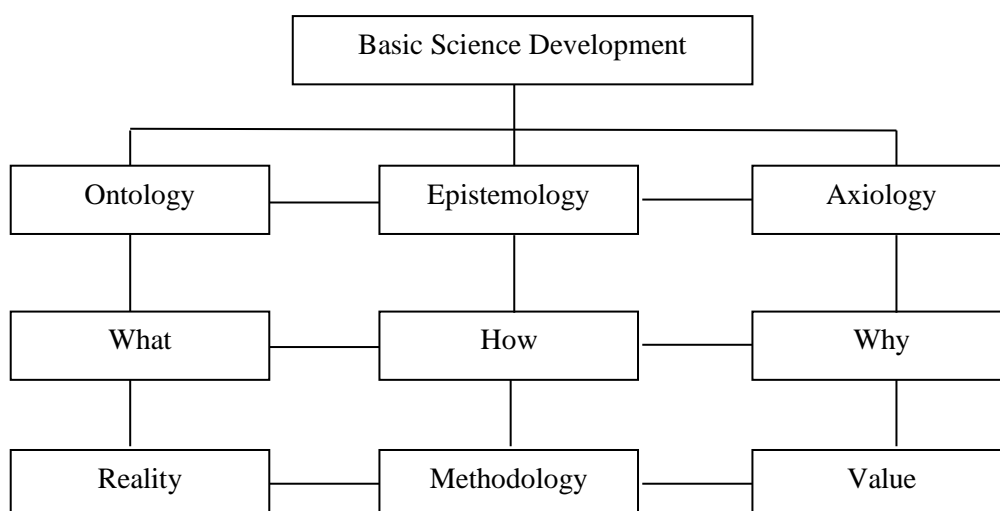
Management encompasses both, both as a science and as an art. Means that someone can be a good manager or leader. Besides having knowledge of management science, you must also have the art of management because management achieves goals through ways by arranging other people to carry out their duties.

Philosophy of Management Science

Every knowledge cannot be separated from philosophy because philosophy is the root of all human knowledge, both scientific and non-scientific knowledge. At first glance there seems to be no correlation between the two sciences because many people assume that philosophy was abstract and its language difficult to understand; there was even an assumption that philosophy was just a pun. Meanwhile, management science was a concrete and practical science. However, the assumption that there was no correlation between philosophy and management science was not true.

Management philosophy and science have a close correlation. The practice and science of management has a very deep philosophical dimension (insight). Management cannot be separated from philosophy because without philosophy, management does not have a strong foundation. On the other hand, without management, philosophy will be just knowledge that has not been applied to practice (Drucker, 2008).

Picture 1. Philosophy of Science



Source: Atmadja & Atmadja (2104)

According to Kaukab (2014) the philosophy of management science was a philosophical review to answer several questions about the nature of management empirically, such as what objects are studied by management science? What was the true nature of the object? How was the relationship between the object and the human perception (thinking, feeling, and sensing) that produces management knowledge? The question was answered from an ontological point of view.

Another question regarding the process that allows the acquisition of knowledge in the form of management science? How does this work? What things must be observed in order to get true knowledge? What was the truth? What were the criteria? What methods or techniques or means can help to gain knowledge in the form of management science? The question was answered from an epistemological point of view.

The last question, what was knowledge in the form of management science used for? How was the relationship between the way of use and moral rules? How was the determination of the object under study based on moral choices? How was the relationship between procedural techniques which were the operationalization of the scientific method with moral/professional norms? The question was answered from an axiological point of view.

DISCUSSION

Perspective of Ontology

Ontology can be likened to metaphysics. The term metaphysics was first used by Andronicus of Rhodesia in the 70s BC. Ontology means everything that deals with things that are supra-physical or an explanatory framework that goes beyond ordinary thinking which is very limited or inadequate. Another meaning of metaphysics is the science that investigates the nature of what lies behind the real world. Metaphysics means the science of nature. Ontology means the science of nature.

Ontology in the point of view of management science is who needs management. The question that is often answered is the organization. The answer is certainly partly correct, but not complete, because management is also needed for all types of activities organized and in all types of

organizations. In practice, management is needed everywhere by various individuals working together to achieve a common goal.

On the other side, every human being in the course of his life will always be a member of various organizations that have basic similarities even though they may differ from one another in several respects, for example corporate organizations or government organizations that were managed more formally when compared to informal organizations. This equation can be reflected in the managerial functions carried out by the organization.

Perspective of ontology on management science was the essence of management practice. The essence was the "existence" of management. It was the essence of management practice. Without the essence, the science and practice of management becomes meaningless. The ontology of management was an intensive communication network between individuals who have different skills and knowledge, but work together to achieve the same goal.

Communication networks were not anonymous, they were structured and lead to clear goals. The communication network requires a prerequisite for the responsibility of each individual to commit to the tasks and goals at hand. Shared goals must be constantly reminded and reaffirmed. Goals must be part of a shared identity and purpose. Because without it, the organization was nothing more than a group without a clear purpose. The ontology of management practice was in the form of communication and individual responsibilities that were interrelated with each other and cannot be separated (Drucker, 2008).

Perspective of Epistemology

The term epistemology was first proposed by Ferrier (1854), where there were two branches in philosophy: epistemology and ontology. Epistemology from the Greek, episteme which means knowledge and logos which means theory. Epistemology was the investigation of the origin of knowledge or its structure, methods, and validity.

The scope of epistemology in management science relates to various disciplines it can be collaborated, such as: education, economics, politics, and other fields. However, the scope has developed, so that in each era there is a special scope in epistemology. Specific scope can occur in the management discipline itself, resulting in specialization in its studies, including: human resource management, financial management, operational management, marketing management and other management sciences.

At first, perspective of epistemology was based on the very possibility of knowledge, whether the purest knowledge can be achieved. Perspective of epistemology in management science revolves around the beginning of the process that allows the acquisition of knowledge in the form of science: what were the procedures, what must be considered to obtain correct knowledge, what was called truth, what were the criteria, and what tools help people to gain knowledge in the form of science.

The answers needed to meet these questions in management are already applied to scientists themselves. The procedure with the scientific method approach was a standard procedure for reviewing management. The way to find the truth that was considered scientific was done through research. Research was a curiosity in humans at the scientific level. This curiosity was accompanied by the belief that there was a cause for every effect, and that every apparent phenomenon can be scientifically explained. Research was a process that occurs from a series of steps carried out in a planned and systematic way to get answers to various questions.

Every scientific research has a common characteristic: its methodical implementation must achieve a logical and coherent whole. This means that a system is required in the method as well as in the results, so the arrangement must be logical. Another characteristic was universality, which was related to objectivity, where every scientific research must be objective, meaning that it was guided by the object and does not experience distortion due to various subjective assumptions. In order for scientific research to be guaranteed objectivity, the demands of intersubjectivity must be met.

Perspective of Axiology

Axiology from the Greek, *axios* meaning 'to have value', 'to have value', and *logos* to mean 'theory' or 'reasoning'. As a term, axiology has the meaning as a theory of desirable values or a theory of good and chosen values. The theory has developed since the time of Plato in relation to the discussion of forms or ideas (the idea of goodness). Management science from a perspective of axiology includes:

1. Value properties

The nature of values was supported by an understanding of the fulfillment of desires, pleasures, satisfactions, interests, pure rational will, and a close mental perception as a connection between things as a means to get to the end point or towards the achievement of actual results. In studying management science, of course, it was based on the desire to get satisfaction related to rationality.

2. Value type

The type of value obtained by information that there is an intrinsic value and there was an instrumental value. Intrinsic value was the value attached to something as self-respect. Included in intrinsic value are moral goodness, beauty, beauty, and purity. Meanwhile, instrumental value was a supporting value that causes something to have intrinsic value. The application of value types to management was directed towards management as a profession. There have been various attempts to classify management as a profession. The criteria for determining something as a profession were as follows (Schien, 1968):

- a. Professionals make decisions on the basis of general principles. The existence of education, courses, or formal training programs shows the existence of certain reliable management principles.
- b. Professionals earn their status because of achieving certain performance standards, not because of favoritism or because of their ethnicity or religion.
- c. Professionals must be defined by a strong code of ethics, with discipline for those who are their clients.

Management has developed into an increasingly professional field through developments in various management training programs at universities and private management institutions as well as through executive self-development in organizations or companies.

3. Criteria value

The value criterion was related to something that is the measure of that value, it can be a good value or a bad value. For the hedonists the measure of value was in the form of a number of pleasures, while for the pragmatists the measure of value was the "usefulness" in the lives of both individuals and society. The value criterion was said to be good if it has uses or benefits in human life and vice versa.

4. The metaphysical status of values

The metaphysical status of values is how these values relate to reality. Runes (1984) suggests that subjectivism was a value that stands alone, but depends on and was related to human experience. In logical objectivism, the value of something tangible, a logical life, it was not related to the life it knows. In metaphysical objectivism, value was something complete, objective, and an active part of metaphysical reality.

Axiology was concerned with values. The value in question was something that humans have to make various considerations about what is

being assessed. Theories of value in philosophy were based on ethical and aesthetic issues. Therefore, the value in management science was not only intrinsic as an art, but also extrinsic value as a science to examine the basics of possible action in practice through controlling for negative influences and increasing positive influences in organizational management.

CONCLUSION

Management science cannot be separated from various perspective as a philosophy that has an integrated combination of interdependence with each other as a unit that encourages synergistic cooperation in the management process, so as to provide effective and optimal results in achieving the goals that have been determined as a consensus of the organization and individuals, individuals involved in it.

Management philosophy and science have a close correlation. The practice and science of management has a very deep philosophical dimension (insight). Management cannot be separated from philosophy because without philosophy, management does not have a strong foundation. On the other side, without management, philosophy will be just knowledge that has not been put into practice. The philosophy of management science was a philosophical review to answer several questions about the nature of management empirically.

The ontological perspective on management science was the essence of management practice. Nature was the essence of management practice. Without the essence, the practice of management becomes meaningless. The epistemological perspective in management science was related to the scientific method approach as a standard procedure for studying management. Research was a process that occurs from a series of steps carried out in a planned and systematic way to get answers to various questions. Meanwhile, the axiological point of view relates to the values that humans have to make various considerations about what was valued. Value in management science was not only intrinsic as an art, but also extrinsic value as a science.

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