

STUDY OF ONTOLOGY, EPISTEMOLOGY AND AXIOLOGY ON MANAGEMENT

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ABSTRACT

There is still a difference of opinion among experts in the field of management of what is meant by management, namely whether the management is a science, an art or a profession. In addition, the management theory and studies have also experienced rapid growth, especially until the 19th century until the present. These developments have given rise to various groups of schools of thought about the management, which is a group of classical management perspective, a group of behavior management perspective, and a group of quantitative management perspective. Therefore, it is necessary to study on the development of management in terms of the philosophy of science perspective. By doing this assessment, management will be studied ontological, epistemological and axiological.

Ontologically, management is the science, art and profession of work done through others. Material object is a behavior management work done through others. In management development, ontologically most experts view reality of social management in management as something objective, not subjective. Epistemologically, in management development, the approach most widely used by management experts is a deductive approach. However, the trend also shows that the inductive approach is also widely used lately.

In axiological, largely through the efforts of study and research in the development of management is not value-free because the paradigm used by most bear management experts in developing management are positivist or functionalist paradigm. However, in applying the results of research to take a policy, then the leader of the company must still pay attention to the values of ethics and humanity.

Keywords: ontology, epistemology, axiology, management.

INTRODUCTION

Term of management seems to have been so often we hear. Management is closely related to the concept of the organization. Management can be viewed as a science, art and profession. As a science, management is a field of science (science) are systematically trying to understand why and how people work together to achieve the goal and make this cooperation system more beneficial to humanity. Management is also an art of work done through others. As a

management profession has evolved into an increasingly professional field through the development of a prominent management training programs at universities or private management institutions, and through the development of the executives of the organization (company).

Management science has been progressing quite rapidly, especially in the 19th century until now. In the process, there are three schools of thought in the science of management, namely the classical management perspective group, behavior management perspective group, and quantitative management perspective group. Before appearing three groups in mind, has emerged first two pioneers in the science of management, namely Robert Owen (1771-1858) and Charles Babbage (1792-1871). The two men were initially introduced scientific management. Robert Owen, a reformer and industrialist from the UK are amongst the first figure expressed the need for human resources in the organization and the welfare of workers. While Charles Babbage, an English mathematician, is a person who first spoke about the importance of efficiency in the production process.

The first group of management thinking is the classical management perspective (1870-1940). This perspective is divided into two major parts, namely those who see management as a scientific process (scientific management) (1870-1930) and management as an administrative activity (administrative management) (1900-1940). Among the leaders in the group of scientific management contributors are Fredrich Winslow Taylor (1856-1915), Frank Gilberth (1868-1924), and Lilian Gilberth (1878-1972). Among Taylor's contribution ever given is what is called the Time and Motion Studies or studies regarding standard-setting work that is based on timing. Results of the study can be used to increase the productivity of workers up to many times.

Other contributors in the scientific management group are the couple Frank and Lillian Gilbreth. Among the contributions that Frank Gilberth has provided is a method of efficiency in construction work which requires setting building materials. The methods they have introduced to increase efficiency of construction work and increase output by 200%. Then Henry L. Gantt (1861-1919) who introduced the four ideas for improvement activity management, namely: (1) a mutually beneficial cooperation between labor and management, (2) the selection of scientific manpower or employees, (3) a system of incentives for stimulate the productivity of employees and the organization, and (4) the use of work instructions that detail.

Meanwhile, the management group administration saw that the productivity change must be done thoroughly in an organization. Changes in individual worker productivity, according to this group, will not mean anything if the other factors in the organization as a whole are not well cared for and do change. Among this group of contributors were Henry Fayol (1841-1925), Lyndall Urwick (1891-1983) and Max Weber (1864-1920).

One of the drawbacks of classical management perspective is that they pay less attention to the humanitarian aspect as one of the important aspects of the organization. The human aspect that is not only seen from factor remuneration and incentives, but from a more thorough Humanitarian characteristics, in which human beings have needs, motives, goals, and behaviors vary from one another. Hence, it arises the second group of management thinking, for example behavior management perspective.

Group of management thinking by using behavioral perspective evolved between the years 1930-1940. In contrast to the classical management perspective, the perspective of behavioral management (behavioral management perspective) to emphasize the importance of management observing the behavior and habits of individual human beings who are in an organization and the importance of management also make changes human behavior and habits that exist in organization enable an organization to run properly.

Behavior management perspective is heavily influenced by the concepts applied in industrial psychology. Not surprisingly, among the contributors was a German psychologist named Hugo

Munstberg (1863-1916). Munstberg also known as the father of industrial psychology science, because among the first that introduced the application of the concepts of psychology in the industrial activity. Other contributors in management thinking behavior management perspective are Elton Mayo, Abraham Maslow, and Douglas McGregor.

The third group of management thinking is quantitative management perspective (1940-present). In between the two perspectives that emerge in the quantitative management group is the perspective of science management and operations management. Science management perspective here is more emphasis on the use of mathematical models in the completion of all activities and management issues. A mathematical model is basically a representation of a system, process, and relationships between subsystems within the system, so that it can be concluded that this perspective tries to explain the reality in organizational management activities through the model. One method of management science which is now widely used is the approach that adopts Six Sigma statistical models to improve the productivity of the company.

In contrast to the perspective of management science, operations management approach is one form of management applications of science that focuses more on specific activities in operational management activities. Operations management helps management in order to carry out production activities more effectively and efficiently. Among the approaches that are usually used, such as queuing theory, breakeven analysis and simulation. Various approaches are very useful in improving efficiency, especially in companies engaged in the manufacturing sector, although it also can be useful also in the financial sector, marketing and human resources.

As well as other management approaches, quantitative management perspective have made valuable contributions to the improvement of productivity of an organization, especially related to the model of decision-making and increased efficiency. But, as a model approach, this perspective has various limitations, especially if it is associated with the fact that human behavior in organizations is not easy to be understood and quantified. Moreover, mathematical models are made often requires the application of various assumptions that are sometimes not easy or less realistic to be met. Sometimes variables involved in management activities so much so that the pattern of interaction between variables is difficult to be determined so that the mathematical models and research operations are not fully applicable.

From the above description it seems clear that that there are differences of opinion among the experts about what is meant by management. In addition, the theory and management studies have also experienced rapid growth, especially until the 19th century until the present. These developments have given rise to various kinds of schools of thought about the different management. Therefore, it is necessary to study on the development of management being reviewed from the perspective of the philosophy of science. By doing this assessment, management will be assessed based on ontological, epistemological and axiological in it.

STUDY OF ONTOLOGY ON MANAGEMENT

Ontological review with regard to what is meant by management. Ontologically, management can be regarded as a science, art and profession. According to Mary Parker Follett, management is the art of completing the work through other people. According to Stoner, management is the process of planning, organizing, directing and monitoring the efforts of the members of the organization and the use of organizations resources-resources in order to achieve organizational goals that have been set.

Management as Science and Art

Luther Gulick defines management as a field of science is systematically trying to understand why and how people work together to achieve the goal and make this cooperation system more

beneficial to humanity. According to Gulick, management has met the requirements to be called a science, because it has been studied for a long time and have been organized into a series of theory. Theories are still too general and subjective. But the theory of management as a science will continue to evolve.

Management science is also in the sense that management requires other sciences discipline in its application; for examples: economics, statistics, accounting, and so on. These disciplines can we learn universal. The relationship between theory and practice of management can be explained that management practices should be always based on the principles of the theory. The relationship is that the practice produces a theory, so it will produce principles that would be rules that are the basis of management development activities in practice.

As previously mentioned, management is also an art in completing the work through other people. Management is not just a science or an art, but a combination of both. This combination is not in a fixed proportion, but in varying proportions. In general, effective managers use a scientific approach to decision-making, especially with the development of computer equipment. On the other hand in many aspects of planning, leadership, communication, and everything that correlate with human element, manager must also use artistic approaches (art).

Management as a Profession

Many attempts have been made to classify the manager as a profession. Edgar H. Schein has described the characteristics or criteria to define something as a profession that can be itemized as follows:

1. The professionals make decisions on the basis of general principles. Their education, courses and formal training programs shows that there are certain management principles can be relied upon.
2. The professionals get their status as achieving certain performance standards, not because of favoritism or because of ethnicity or religion and political or other social criteria.
3. The professionals should be determined by a strong code of ethics, with discipline for those who become clients.

Management has evolved into an increasingly professional field through the development of a prominent management training programs at universities or private management institutions, and through the development of the executives of the organization (company).

Different Meanings to the Term Management

Definition of management needs to be distinguished by the sense of other terms such as entrepreneurship (entrepreneurship) and supervision. Not only different terms, but also different ideas. In contrast to entrepreneurial management (some are calling entrepreneurship). In economics, factors of production include land, labor, capital and entrepreneurship (the owner). Self Employed by definition, to understand, to get the resources-resources, organize and run the company (business). They tend to be risk takers who are driven by the profit motive. Management, on the contrary, is involved in organizing and leading the company (business) and other organizations, but does not include ownership. Therefore, the manager is an employee who identifies his self more closely with other employees rather than owners. Managers may be self-employed, and the self-employed may also be the manager. Management is different with supervision. In general, supervision is directing and controlling employees in an organization. A commonly used name for this position is the supervisor or foreman (foreman) and first-line supervisors (first line supervisor), so that supervision is part of the management.

Applications that are Different from The Term Management

There are at least four different applications of the term management. The term management can be used for matters relating to:

1. Grouping jobs. Management can mean a group of people who carry out tasks or managerial functions. It is used to refer to all individuals in the group collectively.
2. An individual. Individuals who carry out managerial functions or part of the group as a whole can be called a part of management.
3. An academic discipline. Management is an area of academic specialization, or a field of study.
4. A process. Management also is a process, because it includes the implementation of a series of particular types of activities or functions.

Various Paradigms in Management Science by Doing Assessing Ontological

In developing a management science, scientists use the unit of analysis in the form of organization and individuals that exist within the organization. According Sarantakos (1993) and Chua (1986), there are three paradigms in analyzing an organization, namely: (1) The functionalist (positivist) Paradigm, (2) The Interpretive Paradigm, and (3) The Critical Paradigm. According to the functionalist paradigm, ontologically social reality in the science of management is regarded as something concrete and is beyond human beings, so that social reality is seen as something objective. Social reality is governed by strict laws, natural, and timeless. In other words, the law contains universal social reality in which a researcher has an interest to find or express.

Meanwhile, according to the interpretive paradigm, ontologically social reality in the science of management is the fact that experienced internally, constructed through social interaction and interpreted by humans as an actor is actively building a reality earlier. Thus, social reality is subjective, not objective. Therefore, according to this view there is no universal law of a particular environment, there is only subjective meanings. Patterns and regularities of behavior arise as a result of social conventions derived from the process of social interaction. If the paradigm is the first look inside the structure of objective reality and the paradigm of the second saw a subjective manner, the critical paradigm of seeing social reality in between. For this paradigm, subjective meanings are relevant and important, but relationships objective also can not be denied. The main concern of this paradigm is open myth and illusion, exposing the structure of a real and present reality as it is.

STUDY OF EPISTEMOLOGY ON MANAGEMENT

To conduct the study of the epistemology of the science of management, it is necessary to be associated with a variety of paradigms in analyzing an organization. It has been mentioned earlier that there are three paradigms in analyzing an organization, namely: (1) The functionalist (positivist) Paradigm, (2) The Interpretive Paradigm, and (3) The Critical Paradigm. According to the functionalist paradigm, epistemology in management science deductive approach, which is also known as "hypothetico-deductive approach". Without going through this procedure for the results of a study will not get scientific legitimacy. This is because according to this paradigm social reality is governed by strict laws, natural, and timeless. In other words, the law contains universal social reality in which a researcher has an interest to find or express.

In view functionalist paradigm, science is essentially deductive and therefore use hypothetico-deductive approach. This approach is of something that is general / abstract to something that is specific / concrete. In the scientific method we can see it clearly in the process of forming hypotheses. The hypothesis of a study deductively derived from theories or the results of previous research on whether these hypotheses are then tested in the real world (concrete) or not.

With the deductive approach, knowledge generated by this paradigm is nomothetic (nomothetic). That is, science containing the universal law of cause and effect to explain the events of the real social and explain relationships. Universality is ultimately the main character of this paradigm. The higher the value of the universality of science, the higher the quality of the science. To get the science that contains universal values, this paradigm lowering of sensory knowledge possessed by humans. Functionalist paradigm is the dominant paradigm in the development of management science. Due to a very dominant position, then this paradigm is also referred to as the paradigm of mainstream (mainstream paradigm).

From the standpoint of interpretive paradigm, epistemology in management science uses an inductive approach, for example from something particular to the general, or from the concrete to the abstract. This is because, according to this view there is no universal law of a particular environment, there is only subjective meanings, while the patterns and regularities of behavior that arise only as a result of social conventions derived from the process of social interaction. Of something particular to the general (inductive approach) can not be interpreted seek generalizations, but more appropriately defined as an understanding of something that empiric and specific to understanding more abstract through the process of signification. Meaning the process itself is not just using the senses, but more important is the understanding of the meaning and interpretation of social reality that is being studied. Meanwhile, in view of the critical paradigm, epistemology in management science dialectical analysis uses an approach that emphasizes the analysis of social reality that is always changing.

STUDY OF AXIOLOGY ON MANAGEMENT

Studies of axiology in management also depend on the paradigm used. In axiology, functionalist paradigm looks at the science of management as a value-free science (value free). Management science is considered separate fact and value. This is a logical consequence of human understanding deterministic, objective social reality, and natural methods. Meanwhile, with the understanding that the social reality created by humans through social interaction, meaning that the system created by man, and with the approach of the induction, the knowledge management paradigm axiology according interpretivist not value-free, but instead is loaded with value (value laden). In other words, value-free science is not necessary and may not be acquired or built by someone. According axiology critical management science paradigm is not just full of predictably value, but the theoreticians and researchers to take action based on research or theory that they produce through research.

CONCLUSION

1. In ontological, management is the science, art and profession of work done through others. Material object is a behavior management work done through others. In management development, ontologically most experts view reality of social management in management as something objective, not subjective.
2. Epistemologically, in management development, the approach most widely used by management experts is a deductive approach. However, the trend also shows that the inductive approach is also widely used lately.
3. In axiological, largely through the efforts of study and research in the development of management is not value-free because the paradigm used by most management experts in developing management is positivist or functionalist paradigm. However, in applying the results of research to take a policy, then the leader of the company must still pay attention to the values of ethics and humanity.

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