Management Activities as a Social System: A Philosophical Analysis

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ABSTRACT

The concept of "management" defines various, often very distant types of activity and, as a process of ordering, ensuring functioning, is inherent in any systems. Management can be studied in philosophical, cybernetic, economic, social, psychological and other aspects, depending on the sphere of application of management theory and the tasks that are solved in a particular case. According to the objects of management (people, animals and plants, technology), a number of authors distinguish social, biological, technical management. The concept of management as an art, that is, the ability to effectively apply accumulated experience in practice, was formed in ancient times, when the boundaries of the world of art and science were not clearly understood.

Keywords: Management; Design; Development; Organization; Social management; Self-management; Integration; Stabilization; System.
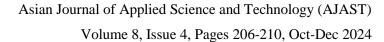
1. Introduction

The analysis of the process of managing the development of the organization is carried out by operating with such categories as "development" and "management". Managing the development of the organization is an integral part of the processes of management and social management. Social management includes the processes of management and leadership. The concept of "development" is closely related to the concept of "change". The development of the organization, or organizational development, involves taking into account such factors as the culture of the organization (organizational culture), its philosophy expressed in the mission, image [1]. It is customary to distinguish several levels of social management: the highest - the state, private (a large system - a region, an industry), even more private (a medium system - a creative union, an association of enterprises), the lowest (management of a small system; here the subject of management performs, first of all, organizational and educational functions) [2]. This paper discusses social management at the level of the organization as a system. Social management is considered as an impact on a social system in order to optimize its functioning, as a humanitarian technology, the main function of which is the construction of a team, and the main elements are personnel policy, ensuring the growth of qualifications and social mobility of employees, motivation and stimulation of employees, development of communications and feedback, conflict management. The concept of "social management" is used in two senses: 1 - when talking about the impact on social systems and processes; 2 - when determining the impact of the subject of management on the whole society, as opposed to the impact on individual components of the system. Social management includes the processes of management and leadership; the activities of both organizations, groups, and individuals aimed at the development or stabilization of social systems, optimization of their functioning, ensuring unity and coordination of efforts in solving problems [3].

2. Literature Analysis

In the literature, social management is described both as a process and as a function. The new management paradigm is quite clearly defined in the book by A. King and B. Schneider, "The First Global Revolution.". A.A.

Seytov, it has its limitations: the final, future state of the managed object is brought in from the outside, and the experience of solving large socio-economic problems is based on two main approaches, on two traditions, going back to F. Taylor and E. Mayo in classical management.

3. Methodology

In writing this article, scientific methods such as analysis and synthesis, retrospective analysis, comparative analysis, generalization, dialectical methods, and synergetic approaches were used.

4. Discussion

The approach to management as a process reflects the desire to integrate all types of activity in solving management problems, to consider management functions in relation to each other. Management can and should be presented as a process determined by the past and determining the present and future [4]. Determination is understood as a connection that has an active, directed nature. It is necessary to take determination into account in every management situation, since it is present, if not directly, then indirectly, in any act of management. Management is multidimensional and, as a social process, is dismembered and connected; it is a system of interdependent activities.
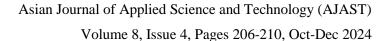
Firstly. Consideration of management as a function is connected with the development of composition, content of all types of management activities, and their interrelation in time and space. Ensuring unity and coordination of people's efforts in solving socially significant problems is distinguished as a target function of management [5]. The approach to management as a function shows the main management actions. For the first time, management functions were formulated by A. Fayol, who distinguished among them planning, organization, order, coordination, and control.

Secondly. Also, such types of activities as motivation, regulation, communications, decision-making, representation, evaluation, etc. were added to the list. In modern management theory, it is customary to distinguish four main management functions: planning, organization, motivation, and control, which include other management actions and involve decision-making in the communication process.

Thirdly. In relation to the organization itself and its environment, internal management (self-management) and external management are distinguished. The category of self-management is not new to science. Its development is associated with the democratization of management and is one of the most important components of the concept of development of leadership potential that we are considering. Any social formation is characterized by a certain combination of management and self-management, while management is an external influence "coming" to the system in a finished form from the outside (it does not matter whether it is purposeful or not), and self-management is internal, developed by the system itself. Rapid changes in both the internal and external environment will significantly affect their combination. Any organization without an effective organization of internal management (self-management) within the framework of the general globalization of management and the formation of network structures will find itself in a state of crisis.

Firstly, management can also be considered from the standpoint of its subjects—heads of organizations and subordinates. In this case, management from the point of view of the manager is the ability to achieve the set goals,

motivating employees, and directing their efforts. From the standpoint of subordinates, management is a function of management, apparatus, or management body. Identification of management and the management apparatus refers to narrow interpretations of the concept of "management," applicable to the process of managing an organization and its components, such as administration and management. The "apparatus" approach focuses on the nature of the connections between the links of the management structure and on the powers and responsibilities of the employees of the apparatus.

Secondly, social management is considered by researchers both as a technology and as creativity. Technological management is influencing the social system through the performance of certain functions and actions by both appointed officials with official status and informal leaders. The activity of the managing subject is socially determined, but this does not mean stereotypical actions. Social management, despite a certain predetermined Ness, is a technological-creative activity: decisions and actions of a social subject are not an elementary logical conclusion from information; they are a product of creativity, heuristic thinking, intuition, and fantasy. Creativity combines the concepts of management and art; the phrase "art of management" is often found in literature. Understanding management as an art is based on the fact that organizations are complex socio-technical systems, the functioning of which is affected by numerous and diverse factors of both the external and internal environment.

The study of domestic and foreign [5] literature on management issues shows a variety of interpretations of this concept and its ambiguity. Often there is a substitution of concepts: the concept of "management" is used in the meaning of "leadership." When translated, the differences between the concepts of "management" and "leadership" and "management" and "management" disappear. Terms similar in meaning but not identical to those named above appear: "administration," "administrative management", and "leadership".

The study of management as social influence and the mechanisms of this influence allows us to identify such processes in it.
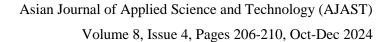
As management (influence by position) and leadership (influence through the authority of an individual). Most of the articles and monographs of foreign authors on the problems of social management are devoted to management, or leadership as an organizational function.

The concept of "management" is applicable to organizations as groups with rules and norms, whose members have responsibilities in relation to common goals. Management is management from the position of official status, an externally determined process associated with appointment to a position and assuming influence through the authority of the position. In management as a process of managing an organization, the levels of administration and management are distinguished. When describing the highest level of management in an organization, a number of authors use the concept of "administration". Administration is the highest management in an organization, which presupposes philosophy, planning and policy.

Positivists in particular and behaviorists generally regard the management process as a negotiation between means and ends, a function related to the criterion of efficiency.

Practitioners tend to management, tactics, logic of fact, and quantity. Meanwhile, philosophy is a component, a central part of administrative behavior, and will be present in the organization in any case, whether the

administrator realizes it or not. The main argument against philosophy in management is that intellectual activity can negatively affect efficiency. This approach comes from a misunderstanding of the essence of the management process or a misunderstanding of the logic of value.

One of the most significant reasons for including philosophy in the field of management action is that managers (administrators) represent power, make decisions regarding other people, influence the quality of life, and work. Management philosophy is an attempt to civilize power in the conditions of an organization.

Management can be viewed in different planes. Based on this, the following conclusions can be made.

Firstly, along with the usual concept of "management," "management". They are most often used as identical, interchangeable concepts. The basis for this is the same essence of the categories expressed by the word "management" and the English "management." In translation, "management" means management, but this management, in the narrow sense of the word, is a process of achieving organizational goals with the help and by means of human and material resources [6] as the middle and lower levels of management in the organization, the purpose of which is monitoring, mobilization of resources, and implementation of policy.

Secondly, management refers to the sphere of management of organizations, it is a specifically outlined activity aimed at ensuring stability; at the same time, management is a science that studies management [7].

Thirdly, having emerged as a science at the end of the 19th century, management deals with processes and systems. problems of organizational culture and innovative management. In the 90s, developments in leadership came to the forefront, with which organizations associate hopes for the future.

Fourthly, leadership, in contrast to management, is understood by us as a process of group interaction of management subjects, the main features of which are influence through the authority of the individual, the subject-subject nature of the relationship between the leader and followers.
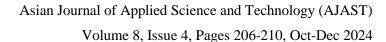
5. Results

The current stage of development of management as a science is an attempt to unite all previously emerged directions, with a focus on developing leadership traits of managers for the purpose of effective further development of society.

Firstly, the most important characteristic of modern management as a science and art of management is the focus on a new social group in organizations: the, possessing knowledge and able to use intelligence. The cognitivist, having access to information flows, endowed with a high culture, is considered a key resource, the effective use of which becomes one of the tasks of management.

Secondly, the peculiarity of modern management is taking into account the desire of people to follow the leader and not just act as a subject of management. It is important for the leader, administrator, and manager to create conditions under which the potential for self-development inherent in a person will be realized. It is necessary to pay attention to the organizational culture, democratization of management, management style, leadership, and participation in the management of employees of the organization.

Thirdly, scientific comprehension of social management is unthinkable without an analysis of its relationship with the organization, since both of them are the most important attributes of the social system. The organization as an object is created by society; as a subject, it puts forward certain demands to society and introduces its product or service into it.

Fourthly, the relationship between management and organization is considered a form of joint activity of people, arising on the basis of social connections between them. At the same time, the organization is considered extremely broadly—as a social organization of the total human activity, a form of joint activity of people, as a universal way by which the activity of an individual is involved in the activity of society.

6. Conclusion

The social connection of individuals is realized as a contradiction, resolved in the exchange of activities between them and leading to the satisfaction of their needs. Under certain conditions, social connection can also become a means of disunity between individuals, alienating them from each other. An organization is the most common form of human community in the modern world; through it, the connection of an individual with society is realized. Any organizations existed and exist in order to help people do what they cannot do alone. An organization is not a simple summation of human efforts but acts as a form of self-realization of the individual, as an intermediary between the individual and society.

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