

Socio-Political Context of Management//21654

Philosophers/Theories

Other relevant information

1 Crisis in Management: Values, Facts and Judgement

Crisis in Management

- Activities of managers has given management (particularly in business) a negative public reputation as:
 - Greedy
 - Exploitative
 - Selfish
 - Untrustworthy
- There has been a historical decline of American's confidence in big business. Most recently 19 % in 2011. (supported by Gallup Poll 2007,2011)

Some Solutions (recommended by scholars- Bennis & O'Toole 2005; Ghoshal 2005; Khurana & Nohria 2008)

- Emphasise Values
 - Relationship between values, facts, judgment (SCPM Lecture 1)
- Philosophy
 - What are the ideas of the great philosophers about leadership, society? (SCPM Lectures/Tutorials 2 & 3)
 - Equip us with resources to help us reflect
- Literature
 - Provides Empathy
 - Exposure to literature, shows more moral reasoning
 - E.g. Animal Farm, Avatar, Greek Plays
- Sociology
 - Political structures, economic theory, international relations, international law, human rights, environment (SCPM Lectures 4-10)
- Mission & Purpose
 - Beyond mere profit maximisation (SCPM Subject theme)

Three Domains (Rierner ,Simon ,& Romance 2014)

- Just focusing on facts is a limitation of management, why are we doing it? Etc.
1. Values: The good life & **ethical principles** of management.
 2. Facts: **Scientific** analysis of political activity & behaviour.

3. Judgement: Management **wisdom**

Enabling Positive Values (Cameron 2008)