

MANAGEMENT HISTORY, A SOURCE OF TEACHINGS

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Abstract: *“A people who doesn’t know its history is like a child who doesn’t know his parents” (Nicolae Iorga).*

Paraphrasing Nicolae Iorga and moving the approach from the national community to the individual, concretely to the manager, I would say that “a manager who doesn’t know the Management history is like a child who doesn’t know his parents”.

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1. Concept and importance of Management history study

In order not to fall into such sin, the manager must understand the importance of Management history study, its applications and the fact that it is a source of teachings with respect to management.

I define the Management history as a collection of written texts in which the managerial events, processes and phenomena from the past are recorded and by means of it, the management theorists and practitioners can travel in the past in order to obtain information from which to learn about notable leaders and their works, who lived and acted in past decades.

The Management history is the one which provides identity to the present management. It reflects in a moment the management past, together with its success and deficiencies, victories and failures.

In order to be useful in the manager’s life and activity, the Management history should not be studied only as a series of past

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documented events with the purpose of forgetting the present and living in the past because in this way, it only represents information without meaning and without importance. It should have a creative role in the managers' life from the present, enter into the managerial reality and influence its development. The real role of the Management history is to serve as guidance, inspiration and professional-managerial and personal life model, wisely and efficiently interrelated for the organisation management.

2. Management history – source of experience

Conceived and approached in this way, the Management history becomes a source from which experience can be acquired because it is the result of past accumulated experience. Another important advantage offered by the Management history, as source of teachings, is that it teaches the management theorists and practitioners lessons of managerial act quality and efficiency assurance.

By reference to time, it is noticed that the present is related to the past and therefore the Management history helps to establish the easier and more efficient way to act and live in the future. In this way, the past experience generates the feeling of connection between the present and past, helping the manager to acquire the experience which, together with his/her own skills, completes his/her biosocioprofessional profile. However, the persons learning from the past should not become an area for all types of experiences causing confusions and disorder.

With respect to these exigencies, the management theorists and practitioners manage to know the life and work of the great managerial personalities and the study and analysis of their biographies will help and guide them to build their future, accompanied by noble and humanistic purposes.

3. Management history as synthesis science

The Management history as synthesis science deals mainly with the study, depending on the dominant ideas of the time, namely of managerial, economic, social and politic, spiritual and institutional structures in their connections and likely to take place and modify in time. It involves the research of the environment, managerial action of environment adaptation and its transformation, material conditions, managerial communication, managerial communities from demographic, social or political point of view, place and role of managerial personalities.

In the approach of managerial life, the Management history frequently operates with terms such as culture, civilization, mentality, ideology. The managerial creations, institutions and ways of management dissemination and reception and taken over from culture, and the managerial activities and their ways of dissemination and use are taken from civilizations. The managerial mentalities are approached historically in relation to the managerial sensitivity, attitude and behaviour and the ideology in relation to the representations on management in centralized form. The managerial institutions are conceived and approached as forms and manifestations from the managerial life.

The Management history is essential for the management confirmation because it outlines the largest management horizon, it points to the content of the laws and traditions on which it is based, it presents the criteria for the present, it teaches what has to be carried out in order for the manager to be positioned on its highest possibilities of managerial creation. In relation to what the manager finds out in the present, he/she is helped to better understand looking in the historical-managerial mirror. What is transmitted by the Management history is awaken for the management theorists and practitioners from their own era because the managerial life continues in the mutual illumination of past and present.

4. Realm of Management history

The realm of Management history is comprehensive and fertile because in it resides the entire ethical-moral managerial world. The managerial ethics aims especially the type of conduct and action which the managers have within their organisations. It is made of the assembly of rules and practices applied by managers within the organisation and outside it, aimed to develop business relations and to maintain and improve the company image. The managerial ethics analyzes the way in which individuals or social groups, both in the organization and outside it, react following the decisions made by the manager. The managerial ethics is characterized by the multidisciplinary nature in the analysis of the managerial behaviour and study of moral judgement. The ethical obligations of the manager are grouped as follows: (1) obligations to the owner; (2) obligations to the employees; (3) obligation to take into account the socio-cultural impact of operational activity; (4) obligation not to affect the health of consumers.

The Management history never repeats completely and it does not have inevitable development. However, the lack of inevitable nature of managerial events allows the managers to learn to some extent from the past how to avoid the production of the same processes.

5. Management history – part of national history

The Management history, part of the national history, is an important discipline in the personality development of management theorists and practitioners, of organisation personnel. Knowing the way in which the great forerunners prepared and lead the managerial actions, the way in which they ensured the development of managerial principles, forms and processes is first of all an act of managerial culture. But it also means the appropriation of constancies related to the internal mechanism of the managerial art, translated by methods and schemes of solving managerial problems.

The Management history is a branch of history, considered as managerial phenomena. It is a chronological description of the evolution of managerial system and universal or national managerial events, origin, causes and mode of managerial process performance. As the investigation means and methods developed and the scientific character was emphasized, the Management history specialized itself on different fields: history of managerial art, history of managerial science, history of managerial construction, history of managerial technique, history of managerial thinking.

Emphasizing certain distinct elements related to the managerial action is one of the basic preoccupations of the Management history. The object of study and analysis of the Management history is the strategy, operative and tactical management, main laws, forms and procedures of managerial actions that took place in the past. The study of Management history, in view of the laws, principles, forms and procedures of managerial actions, can outline both the continuity, tradition and also innovation, distinguish similarities and differences, drawing the necessary conclusions that give the possibility to formulate new rules and principles after being passed through the filter of managerial thinking, then inserted in the managerial theory and practice.

6. Study method

The study method of the Management history is based on the philosophical principles of management and knowledge theory. The historical (chronological) and logical research methods are mainly used. The historical

(chronological) method consists in monitoring the sequence of chronological appearance and evolution of managerial phenomena. It outlines the action of the law of material and spiritual world progress in the field of Management history investigation, its connections with the economy, politics, social and human sciences, mathematics, technique and technology. The logical method represents a certain system of theoretical and selection, analysis and synthesis principles of the empiric material. It applies the following categories in the process of research: analysis, synthesis, comparison, deduction and analogy. Moreover, the Management history analyses the study object based on logical specific schemes (algorithms), following to give answers to formulated managerial problems. Lately, the Management history uses more and more the mathematical research instruments such as: probability theory, managerial statistics, mathematical modelling, information theory, etc.

The study and analysis of the Management history is mainly focuses on the components of managerial science and art, taken as a whole, then on its separate components.

The Management history, in order to meet the requirements imposed by the study object, operates with a series of laws and principles, forms and procedures, concepts and notions, the application of which leads to conclusions, teachings and characteristics that can be taken into account in the process of improving the managers' preparation.

7. History time in management

It was rightfully said that any history is the history of its time. This is what we also say about the leadership history (Management history), which is nothing else than its time transposed in the form of the most general management thoughts. We take this idea directly, namely that the Management history should be understood in relation to the historical circumstances in which it was produced. The fact that different times of Management history have different cultural-managerial criteria, have different historical-managerial expressions and that consequently our time has in turn a certain historical expression must be taken into consideration.

8. Problems posed by the Management history

One first problem is found in the preconception that affects the understanding of Management history, that the problems of this type are always the same. A question with the value of explanation: do we not find in

almost all management systems questions related to the last essence, to the possibility to know the managerial world, to the relation between individual and general, between freedom and necessity in the meaning of managerial life? Of course the answer can only be affirmative. Starting from here, sometimes a wrong oriented effort is made to find anticipations that would reduce the originality to the newest historical-managerial problems. Of course, a certain continuity of the historical-managerial problems cannot be challenged, but it only concerns those of maximum generality. Besides these, there is a sphere of varied problems generated by deep changes. Some older problems of the Management history are gradually, especially today, left completely in the shade, being passed into the competence of sciences. Some of them prove to be simply meaningless. Others are formulated now in a new manner. Finally, there are new problems in the Management history. We take into account the different crises faced by the society (from economic crises, going through institutional crises, to motivation crises), which made the management more sensitive to what is happening at national and international level. The employees are also put into motion, entering into the essence of participative management more deeply and identifying the new particularities that lead to new problems, inherited but reformulated problems, with emphasis on the aspiration to control their individual and collective destiny.

In the 20th century and especially in its second half, the managerial science developed in a rhythm without precedent, imposing itself as the main form in which the working personnel becomes aware of the managerial reality.

Significant changes concerning the ways of introducing management in the social life took place the 20th century. The products and processes are conceived in different spheres of managerial activity. The management science tends to dominate not only the activity sphere of knowing the objective-managerial reality, but also the sphere of reflexivity, subjectivity in general. Both the managers and employees tend now to acquire a scientific image not only about their external reality but also about them.

Since the introduction of management in the central position, we are witnessing some important steps in the direction of management integration in the social activity, at the level of managerial understanding.

In conclusion, the Management history is a knowledge instrument in the managerial field and especially for investigating those elements related

to the managerial actions, processes and phenomena. The discerning use of this instrument is a necessity if the requirement of knowing the past in order to avoid the repetition of mistakes is taken into account.

The Management history is a branch of history science, but also of managerial science and art, resulting a border science from the connection of scientific processes and phenomena, as many other similar sciences.

The research problems in the Management history are numerous and complex. They are generated by the research object, particularities of scientific research, process of scientific research, unifying and creative function of information, use of logic of statistical methods, mathematics and psycho-sociology in the scientific research of Management history.

The Romanian manager should consider the actual tendencies in technology, industry, urbanization, competitiveness at national and international level and seriously focus in this context on the study of Management history which generously offers its teachings.