

Philosophy of Management in Relation to Scientism and Technology: A Review of Literature

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Abstract: This study addresses the philosophy of management via the twin lenses of scientism and technology within organizational contexts. Scientism, characterized by the focus on empirical facts and scientific procedures, has profoundly affected current management practices by fostering objectivity, efficiency, and predictability. Simultaneously, fast technology innovation has altered organizational structures, procedures, and decision-making methodologies. While both scientism and technology offer great instruments for enhancing performance, their dominance can obscure the human, ethical, and contextual components of management. This paper critically evaluates these factors, proposing for a balanced management philosophy that mixes scientific rigor and technical competence with human-centric values and ethical considerations. Such holistic strategy helps firms to stay inventive, adaptive, and socially responsible in a more complicated and digitalized word.

Keywords: Epistemology, Management Philosophy, Scientism, Technology, Ethics

I. Introduction

The philosophy of management occupies a complicated nexus between scientism and technology, embodying contradictions between empirical control and human values. The friction between science and technology and management philosophy stems from their contrasting objectives, methodologies, and effects on decision-making. Science and technology emphasize objectivity, efficiency, data-driven decision making, and perpetual innovation, whereas management philosophy often includes values, ethics, interpersonal interactions, and a long-term vision. Management constitutes a compendium of information and ideas that underpins the resolution of managing managerial challenges. Furthermore, all knowledge is inextricably linked to philosophy, since philosophy serves as the foundation of all human knowledge, including both scientific and non-scientific domains (Yulianto, Tinggi, & Makassarn, 2021).

Management philosophy is a set of information and ideas that give a wide base or basis for defining issue resolution (Ningsih, Yunandar, Sipahutar, & Mujiatun, 2024). It defines a manager's underlying ideas and concepts that govern their leadership and decision making and a structural approach to how managers lead their teams, helping them build best practices and offer clarity. Philosophy of management has a strong tradition in applying ideas of philosophers to management, like Stoic ideas on ethics of management, Aristotle's ideas on corporate responsibility and management practice, Henry Fayol's 14 principles of management, F.W Taylor's Principles of scientific management and Heidegger's ideas on leadership to mention few (Blok, 2019). A strong management philosophy may promote organizational performance and ethical integrity and can give a framework for decision-making, leadership, and better team collaboration.

The philosophy of management on technology studies how technological breakthroughs should be integrated into enterprises to maximize profits while addressing possible ethical and societal effects. It investigates the nature of technology itself, its function in shaping human activities, innovation and adaption of modern technology, and its ethical consequences. By taking a philosophical approach to technology, managers may drive their businesses towards more responsible and effective use of technology, ensuring that it meets human needs and contributes to a better future.

Scientism in management philosophy says that scientific approaches are the single or major basis for understanding and addressing management challenges. It stresses the application of scientific ideas, data analysis, and empirical evidence in decision-making and organizational procedures. This approach contrasts with more holistic viewpoints that emphasize the relevance of human elements, values, and other non-scientific information in efficient management. In management, scientism emerges as a focus on quantitative models, statistical data, and empirical analysis. Philosophy of management science draws influence from the scientific method, advocating the use of systematic observation, data analysis, and rigorous testing to guide management choices. It employs tools and techniques from operations research to tackle complicated management problems, such as optimization, queuing theory and simulation.

By evaluating management methods through a philosophical lens, managers may obtain a more comprehensive knowledge of the concepts underpinning their job. The philosophy of management science can give a philosophical approach foundation for making better informed and ethical judgments. Greater efficiency and effectiveness is therefore obtained by applying philosophical concepts to managerial practice.

Objectives of the Study

Examining the relationship between scientism (the over-reliance on scientific procedures), philosophical underpinnings of management, and the increasing role of technology in organizational decision-making and practice is the goal of the research. The specific goals are:

1. To investigate the theoretical underpinnings of management. How managerial practices and thought processes are influenced by various management philosophies.
2. To look into the management concept of scientism. Examining the impact of scientism -the conviction that science is the sole reliable source of knowledge- on organizational strategy and management decision-making.
3. To evaluate how management practices and ideologies are affected by technology. Being aware of the ways in which technology is changing human values, ethics, and managerial responsibilities in the workplace.
4. To determine any conflicts or similarities between contemporary technological/scientific methods and traditional management philosophies. Assessing how technology and scientism relate to or clash with ethical and human-centered management practices.
5. To make suggestions for striking a balance between management's philosophical and ethical issues and scientific and technical instruments.

II. Literature Review

Concept of Management

Management is the organization and management of tasks to attain a goal (Amanawa, 2022). Such administration duties include setting the organization's activities, creating the organization's strategy and organizing the efforts of personnel to fulfil these objectives through the use of available resources. To be a good manager, you will need to acquire a set of abilities, including planning, communication, organization and leadership. Management is the method by which companies integrate their vision and objectives into concrete achievements and enable organizations adapt to changing surroundings and stimulate innovation.

Management is a notion that has been in existence for thousands of years. Early management approaches may be traced back to ancient civilizations including China, Greece, and Rome (Okolie & Oyise, 2021). According to Okolie and Oyise, 2021, the industrial Revolution encouraged the creation of codified management systems, while the 20th century witnessed the advent of scientific management and the human relations movement. Management began as a formal subject around the turn of the century. Today, management continues to change, combining ideas from numerous professions and technologies.

The essential concepts of management according to Amana (2022) comprise mainly the six notions that have served as the cornerstone for modern management philosophy. Henry Fayol's 14 principles of management look at an organization from a top-down approach to assist managers get the best from people and simply administer the firm. According to him, the five main roles or aspects of management are Planning, Organizing, Commanding, Directing and Controlling. Other parts in the management process are Motivating, Co-ordinating, Staffing, and Communicating. Taylor created four management ideas..

1. Determine the most effective strategy to complete a job using scientific approaches.
2. Employee should recruit, train and develop people using a scientific manner.
3. Assign employees to jobs that are appropriate for their talents and motivation levels. Then, to attain ideal efficiency, coach them.
4. Managers must concentrate on strategic planning and professional growth. Employees must concentrate on the job at hand.

Max Weber's bureaucratic theory argues for the following: At all levels of an organization, precise record-keeping is essential.

- ❖ Employees must have specified work tasks in order to retain attention.
- ❖ There should be obvious hierarchy in every company.
- ❖ Common approaches are established.
- ❖ Employers must only hire persons who are competent for the position

Ludwig von Bertalanffy - General System Theory fundamental ideas emphasis on:

- Systems as wholes: A system is more than the sum of its components. Meaning that, the overall system cannot be fully comprehended by examining at individual components in isolation.
- Open system: Unlike closed systems, which do not interact with environment, open systems exchange matter, energy, and information with their surrounds.
- Hierarchical Organization: Systems are structured in tiers or layers.
- Equifinality: In open systems, a particular end state can be attained from different beginning circumstances and in multiple methods.

- Feedback loops: Systems frequently include feedback mechanisms, positive or negative that govern behaviour.

Bertalanffy's theory helped change scientific thinking from linear cause-effect models to dynamic and holistic models. It created the basis for systems science and trans-disciplinary study.

Elton Mayo's human relations management theory concentrated on human interactions. According to his studies, Employees are driven by connections. People become more productive when they function as part of a team. The improvement was so dramatic that it was called "The Hawthorne Effect". Mayo's work created the framework for today's management theories' emphasis on teamwork.

Douglas McGregor's X & Y Management Theory distinguishes between the beliefs about human motivation that support the two opposed approaches to human resource management and organisation. In his well-known "Theory X and Theory Y," the theory has following effect:

- People dislike work, according to Theory X, and must be pushed, manipulated, and directed toward corporate aims. Furthermore, the majority of persons wish to be handled in this manner in order to avoid accepting responsibility.
- Theory Y: Goal Integration underlines the common person's innate interest in his career, his drive to be self-directed and seek responsibility, and his capacity to handle business challenges imaginatively.

The concept of management has received significant relevance in the modern competitive and complicated economic environment. Efficient and purposeful management is vitally crucial for the existence of a company unit. Management idea is comprehensive and encompasses all facet of a firm. Management implies employing available resources in the best possible manner and also for reaching properly defined objectives.

Philosophy of Management

Philosophy of management incorporates philosophical considerations on the foundations of management. Here we might list themes like connections between management and philosophy; ontology, epistemology and philosophy of sciences in management (Rendtoff, 2017).

Today, philosophy of management is considered as a discipline of management studies. In the quest to build a philosophical underpinning to management science, philosophers of management re-engage the philosophical past with reference to management. Donaldson (2022), in "How Methods of Moral Philosophy Inform Business," examines the perennial debate between those asking for scientific approaches and others who believe that there are human and normative parts of management that are not strictly amenable to natural principles. He explains how science and philosophy have much in common, but provides quite distinct insights to the study of management.

Philosophers of management offer foundations to the discipline and propose epistemologies of organizing to meanings of work and principles of collective action, using the work of classical and modern thinkers—such as Kant, Husserl, Heidegger, and Wittgenstein (Donaldson, 2022), while analytical and critical forms of philosophy of management are broadly based on the major Western philosophical traditions, wider sources such as the work of East Asian and South Asian thinkers, can also be included (Beltramini, 2018).

According to Blok (2020), the uncertainty in the word "philosophy of management" fosters views ranging from religion to epistemology. However, the greater the intellectual ambition, the higher the risk of philosophy of management's inclination to establish itself as a discipline of study and make itself an obvious target for criticism. In such situation, the concern is that philosophy of management remains prone to a predisposition to scientism (Beltramini, 2018).

Philosophy of Management purposely alludes to a philosophical axiology, rather than to a scientific one, that nevertheless supports almost the whole subject, critical theory and philosophy of management streams included (Agafonow, 2022). The difficulty with certain critical theory and philosophy of management researchers is that they eventually engage in particular sections of philosophy and philosophers to substantiate their claims (Beltamini, 2018).

From a meta-theoretical approach, the above might be described as a project of scientific assimilation, the philosophizing of management as a discipline by assimilation of philosophy on science's own grounds. Philosophy of Management as an alternative form of inquiry fosters a philosophical axiology (Agafonow, 2022). Just as the science of management is a means of inquiring into management scientifically, so the Philosophy of Management is a mode of inquiring into management philosophically. In other words, at its finest, it engages in thoroughgoing, serious-minded, hard-core common-sense application of philosophy and philosophers to the issues of management, to gain otherwise unattainable knowledge (Beltramini, 2018).

Scientism and Management Philosophy

The word "scientism" is used to designate an epistemological thesis according to which science is the source of our knowledge about the universe and ourselves. Relatedly, it is employed to imply a methodological thesis according to which the procedures of science are superior to the methods of non-scientific subjects or areas of investigation. It is also used to put out a metaphysical argument that what exists is what science claims exists (Mizrahi, 2022). Epistemological scientism is the most reasonable version of scientism (Obeng, 2023). Epistemological scientism is the philosophical position that science is the most dependable source of

information (Obeng, 2023). It states that if a claim cannot be validated, confirmed, or backed by scientific techniques, then, it is either not knowledge or not as reliable as scientific knowledge. There are two basic varieties of epistemic scientism according to (Mizrahi, 2023).

1. Strong scientism: The conviction that science is the sole genuine source of knowledge. All other types of inquiry (e.g., philosophy, ethics, religion) are regarded inferior or useless unless they align or are reducible to science.
2. Weak scientism: A more balanced approach which maintains that while science is the finest or most authoritative source of information, other areas may nevertheless contribute valuable insights, though they are often deemed less credible.

Epistemological science according to Hietamen, Karisto, Paltiniemi, and Saarinen (2020) may be categorized into narrow and wide form. The restricted versions say that only the natural sciences act as valid sources of information, justification, rational opinions, and the like. In other words, they understand the “science” in a narrow sense, such that it pertains solely to the natural sciences.

The broad version, on the other hand, advocates a larger vision of science that fosters both the natural and the human sciences. The phrase “human sciences” comprises the humanities, the arts, and the social sciences. One does not have to consider all of the human sciences as appropriate sources of knowledge in order to be a proponent of wide scientism.

Rosenberg (2018) account of scientism contains a feature that requires special notice, viz. that it involves the belief that the existing scientific description of the term is right in its essentials. Rosenberg according to Woudenberg (2023) adopts three elements in scientism; strong scientism which claims that the methods of science are the only reliable ways to secure knowledge of anything, and super strong scientism that claims that methodology science are the only reliable ways to secure knowledge of anything plus current science is correct in its fundamentals.

Recently, the term “scientism” has acquired a negative connotation when it is employed in support of non-scientific means of knowing. In particular, some philosophers levy the charge of “scientism” against individuals (primarily scientists) who are disdainful of philosophy. Other philosophers, however, accept scientism, or some form thereof, and object to the negative usage of the term (Mizrahi, 2022). According to Mizrahi (2023), weak Scientism is the notion that scientific knowledge is the best knowledge we have. Further claiming that weak Scientism is a milder kind of epistemological scientism than strong scientism, which is of the belief that scientific knowledge is the only knowledge we have, although, non-scientific fields do create knowledge that is superior.

Buckwalter and Turri, 2018 says that one radical variant of Scientism is the notion that the procedures of natural sciences are the only acceptable means to obtain knowledge reality and a less radical version of scientism is the opinion that science is an excellent approach of addressing any meaningful issue. It assumes that organizations may be controlled like machines, utilizing predictable laws and quantitative analysis (e.g., Taylorism, systems theory). Critics of this concept contend that it reduces human action to simple variables, discarding intuition, ethics, and subjective experience.

A scientific approach in management is the belief or strategy that stresses the application of scientific methods and concepts, especially those from the natural sciences, as the sole way to solve management problems or make choices. This could entail applying quantitative methodologies and data-driven decision-making, striving for objective and quantifiable results. However, this strategy could oversimplify complicated organizational processes, leading to unexpected outcomes when human elements and cultural subtleties are not appropriately recognized. By focusing primarily on what is measurable, it could miss the moral and social duties of management. Lastly, it may not adapt well to creative or inventive contexts where ambiguity and intuition are crucial.

Technology and Management Philosophy

Technology, in this sense, refers to the application of tools, techniques, and systems to increase efficiency and production (Kalko, Erena and Debele, 2023). Technology may strengthen management techniques by delivering real-time data, automating procedures, and facilitating global communication. Moreover, according to Gutterman (2023), technology can be beneficial for automating activities and expediting procedures, its unregulated application can lead to dehumanization, increased stress, and even unethical actions.

The philosophy of management on technology studies how technological growth connects with managerial ideas, ethics, decision-making, and organizational behaviors (Kalko, et. al., 2023). It entails critical examination on the role, influence, and governance of technology within management. Technology is more than tools or software. It is a force that shapes how companies function, make choices, and progress. Managers must comprehend both the functioning and philosophical implications of technology, including Automation and AI- shifting roles of human labor, Information System - data driven decision-making and Digital transformation – strategic innovation and transformation.

The philosophical insights into technology and management according to Martin Hedegger, cautioned that contemporary technology might lead to “enframing”, viewing persons and environment as just resources. Max Weber similarly concluded that bureaucracy and rationalization might create a “iron cage” of reason, limiting freedom. Peter Drucker argued for a balance between technological efficiency and human values in management.

The philosophy of management on technology fosters thorough, thoughtful, and ethical thinking on how technology impacts companies and society. It pushes managers not simply to use technology, but to grasp its meaning, boundaries, and repercussions.

Technology accelerates decision-making by delivering speed, precision, clarity and foresight by redefining how leaders evaluate problems, assess choices, and execute solutions.

Philosophy of Management between Scientism and Technology

The goal of the management philosophy that bridges scientism with technology is to maximize organizational performance via the use of scientific methodologies and technical instruments.

It has been argued that scientism in management theory has disregarded human aspects such as creativity, emotions, and culture. Workplace dehumanization might result from scientism. This is in contrast to other management systems that prioritize human dignity, ethics, and well-being. A humanistic management philosophy promotes striking a balance between technological prowess and scientific rigor as well as moral consideration, inventiveness, and concern for the welfare of people.

Table 1: Comparison Table: Scientism and Technology in Management: A Philosophical Comparison.

Facet	Scientism in Management	Technology in Management
Fundamental Belief	In terms of knowledge and judgement science is paramount.	Technology is a tool for improving performance, communication, and knowledge.
Approach to Knowledge	Data-driven, empirical, and objective	Tool-oriented, innovative, and practical.
Making Decision	Using empirical data and logical analysis	Digital technologies (such as artificial intelligence, big data, and dashboards).
The Function of Human Judgement	Reduces the amount of subjective input.	Enhances human potential and permits a hybrid strategy
Ethical View Point	Frequently secondary or impartial to the results of the data.	Depends on using technology in an ethical manner (e.g., data privacy)
Goal Orientation	Seeks efficiency, control, predictability	Seeks efficiency but also adaptability and scalability
Advantages	Reliability, consistency, and scientific legitimacy.	Scalability, speed, and connection.
The Organisation's Perspective	A machine that will be measured and optimized	A dynamic network or system that is enabled by technology.
Style of Leadership	Directive that is grounded in scientific knowledge and competence	Tech-savvy, helpful, and frequently dispersed.

Source: Author's Generated Table (2025).

Manifestations of Scientism in Management

The overuse of scientific and quantitative approaches to complicated managerial problems is a sign of scientism in management. This can result in an excessive focus on quantitative data, mathematical models, and data analysis at the expense of qualitative human elements like relationships, motivation, and intuition. The creation of intricate mathematical models for decision-making, exacting time and motion studies to optimize activities, and an inflexible emphasis on efficiency measurements that could overlook interpersonal dynamics and human limits are some examples. In management, scientism shows up as the following:

Quantitative Modelling and Data Analysis:

It shows itself as a strong dependence on statistical analysis, mathematical models, and algorithms to forecast business outcomes and allocate resources as efficiently as possible.

Standardization of Processes:

The development of highly standardized processes and methodologies for jobs with the goal of decreasing variance and increasing efficiency is frequently observed in sectors such as fast-food restaurants.

Time and Motion Studies:

Finding the most effective approach to complete tasks by conducting in-depth analyses of worker movements and job durations, is a fundamental tenet of scientific management.

Technological Solutions:

Managing intricate systems, such as healthcare scheduling, financial portfolio analysis, and supply chain optimization, and by utilizing cutting-edge technology and analytical tools are ways scientism manifest in management.

In management, scientism essentially narrows the scope of decision-making by giving priority to what can be quantified rather than what could be important.

Case study of Amazon's Warehouse Management System

Technology is a major component of Amazon, an e-commerce platform with thousands of employees (Delfanti, 2021). Workers demonstrated with the slogan "we are not robots" in response to Amazon's many logistical advancements (Delfanti, 2021). The inhumane circumstances were the cause of the demonstrations. Amazon expects its employees to select 400 things in a workday, or one item every seven seconds. As a result, the business installed mechanical monitoring that tracks employees' speed and productivity; if standards are not fulfilled, they may be dismissed (Sainato, 2020)

By doing a thorough examination of a case study of Amazon with the goal of examining the influence of the use of technology in the warehouse, Savushinkin (2024) investigated warehouse automation and its impact on company performance and employee working conditions. AI, robots, and real-time data analytics are just a few of the cutting-edge technology that Amazon utilizes in its warehouse operations. Its fixation with measurements like pick rates, idle time, and performance efficiency is another aspect of its management style that is influenced by scientism.

The study's conclusions show that robotization greatly enhances warehouse performance, leading to increased production, efficiency, and quicker delivery. However, it increases the danger of replacing human labor in the warehouse industry, which leads to more stress, a higher chance of workplace accidents, and job loss. Efficiency is achieved by management, but at what human cost? Zhuoyan (2024), claims that the scientific component of the Amazon warehouse automation example demonstrates that to increase efficiency, worker movements are tracked and that decisions are also based on statistical performance data. Furthermore, shift patterns are determined by algorithms.

This example demonstrates how a combination of technology and scientism may result in extremely effective systems but also moral conundrums. Scientism may downplay the significance of social dynamics, human emotions, and creativity in management, which might result in a less inspired and engaged workforce. Furthermore, management issues are rarely static or predictable, and the dynamic character of organizations may not be sufficiently addressed by a strict application of scientific methodologies. Additionally, technology can provide moral conundrums pertaining to power, privacy, and data security, especially when combined with algorithmic decision-making.

A balanced approach in management philosophy would entail using scientific methodologies while realizing the limitations of scientism and the possible hazards of uncritical technology adoption. This would necessitate an emphasis on human-centered design, ethical concerns, and an awareness of the particulars of each situation's environment. A humanistic approach would support striking a balance between production and well-being, maybe by rethinking productivity targets, granting employees greater agency, or modifying expectations.

Theoretical Review

Theories on management philosophy connected to scientism and technology investigate how scientific approaches and technical breakthroughs impact management thought, decision making, and organizational control. The philosophy of management encompasses the underlying views about the nature, purpose, and ethics of management. When this philosophy meets with scientism (an excessive reliance on science as the sole true source of knowledge) and technology, numerous major ideologies and philosophical frameworks develop. Here is a systematic representation of the key theories and perspectives:

The Positivist Philosophy of Management

The positivist philosophy of management stresses employing scientific approach to investigate and explain phenomenon in management. It depends on objective observation, quantitative data, and statistical analysis to form conclusions and make predictions. Positivism in management tries to uncover causal linkages, test hypotheses, and create generalizable conclusions, similar to how scientists examine the natural world. According to Eketu (2017), management is an admixture of science and art, in which case, the science based phenomena with stable, predictable, controllable, and explainable qualities in management tend to carry scientific element.

Fredrick Taylor's scientific management is one of the earliest instances of scientism in management. Taylor established ideas like time and motion studies, and standardized techniques to promote productivity. His approach was built in a belief that management could be examined and developed using scientific technique. The scientific management approach supports the use of quantitative data to increase production and eliminate waste. Managers are considered as decision-makers who employ scientific tools and methodologies to maximize operations.

Technological Determinism

Technological determinism is the belief that technology itself causes societal development. In management, this notion asserts that technology improvements drive the way firms are built and run. The growth of automation and AI is redefining management positions, diminishing the necessity for human labour in regular decision-making and operations. This shifting throws into question the conventional role of human managers and their capacity to drive enterprises without relying on technology.

Technocratic Management Philosophy

Technocratic management philosophy is a managerial strategy centered on the belief that decision-making should be based on expertise, technical knowledge, and scientific analysis, rather than political, emotional, or solely economic consideration.

The main ideas of technocratic management philosophy focus on data, statistics, algorithms, and modelling to make choices. It relies substantially on systems theory, operations research, and cybernetics.

It focuses on optimizing production and eliminating waste utilizing KPIs, and benchmarking as major methods to assess performance.

The primary theories and views linked with technocratic management are: Technocracy theory, Systems theory, Managerialism, Post-bureaucratic and tech-enabled government.

III. Discussion of Findings

Numerous interconnected themes emerge from the literature assessment on the philosophy of management in connection to scientism and technology. These themes emphasize the potential and serious issues brought about by the increasing dependence on scientific and technological paradigms in management theory and practice. The results imply that the growing impact of technological determinism and scientism in management has changed not only the instruments and techniques managers use, but also the underlying ontological and epistemological presuppositions that guide leadership paradigms, organizational ethics, and decision-making.

The Impact of Science on Management Thought

The findings demonstrate the profound influence of scientism—the conviction that science is the best way to learn—on managerial philosophy. Quantitative measurements, scientific procedures, and evidence-based strategies are becoming more and more common in management practices. As a result, models that are quantifiable, repeatable, and predictable are preferred. Critics contend that this frequently results in the disregard of humanistic, ethical, and philosophical aspects in decision-making, despite the fact that it has increased efficiency and objectivity.

Technological Rationality and Instrumental Thinking

According to the literature, technology-influenced management has a tendency to embrace instrumental rationality, in which decisions are made only on the basis of practicality and efficiency. Despite being productive, this approach runs the risk of treating people like inanimate objects or resources, eroding moral principles, empathy, and creativity. In organizational settings, philosophers like Heidegger and Marcuse are often used to caution against the dehumanizing effects of technology thought.

Corrective Philosophical Management Approaches

According to the review, there is a rising interest in philosophical management techniques such as existential leadership, ethics-based management, and critical theory in reaction to the dominance of scientism and technology. These frameworks place a strong emphasis on introspection, discussion, and managers' moral obligations. By bringing meaning, purpose, and values into management practice, they provide the required counterbalance to models that are solely data-driven or decided by technology.

The Moral Consequences of Technology-Driven Leadership

Philosophical and ethical questions have been brought up by the incorporation of AI, surveillance technologies, algorithmic decision-making, and data analytics into management systems. The need for a technological philosophy in management that evaluates these instruments critically and directs their moral use is growing.

IV. Conclusion

The relationship between scientism and technology within the philosophy of management exposes a key balance that businesses must negotiate. Scientism, stressing empirical data quantification, and logical analysis, provides an organized, evidence-based framework for choice. Meanwhile, technology functions as both a tool and a driver of change, boosting operational efficiency, communication, and creativity.

However, overreliance on scientism can lead to a mechanical vision of management, possibly neglecting human values, ethics, creativity, and the dynamic social components of companies. Likewise, unrestrained technology growth may result in disruption, dehumanization, and ethical concerns.

Therefore, effective management philosophy should blend the strength of both – combining scientific methodologies and technical means to promote human-centered leadership, strategic vision, and ethical responsibility. The ultimate objective is to develop a flexible, inventive, and morally sound company that appreciates both data-driven insights and the indispensable role of human judgement.

Contribution to Knowledge

By offering a methodological and epistemological framework for examining the application of science and technology in management practices, philosophy of management advances knowledge by challenging the idea that management is reduced to merely scientific and technical procedures (scientism) and investigating the broader social and ethical ramifications of technology.

By examining the underlying presumptions, values, and possible drawbacks of applying technical tools and scientific methodologies to intricate organizational and human systems, it promotes more human-centered and holistic management practices.

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