

EDUCATION FOR MANAGERIAL PROFESSION IN CONDITIONS OF NEW SOCIAL DIVISION OF LABOR

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ABSTRACT

Managerial theory, managerial practice and also manager profile itself evolve in conditions of concrete social division of labor, of evolution level its production forces and social relations. Present epoch is distinguished by culmination of old social division of labor and simultaneously by dynamic start of new social division of labor. This existing process contrastively express oneself not only in contemporary theoretic conceptions of management but also in university preparation of managerial staff itself. Managerial profession securing value-creating process in conditions of new social division of labor requires achieving qualitatively higher intelligence levels of manager subject that are integrally adherent to qualitatively higher flow of information. Qualitatively higher flow of information is flow of system-entire socio-synergetical information that simultaneously presents itself as historically fourth production factor of civilization movement.

Keywords: Management, education for managerial profession, civilization movement, new division of labour, education, paradigm, socio-synergetical information, integrity, socio-synergetical flow of information, production factors

1. EDUCATION FOR MANAGERIAL PROFESSION IN CONDITIONS OF THE FIRST SOCIAL DIVISION OF LABOR

It is inevitable to study managerial theory, managerial practice as well as manager's profile by itself by the prism of concrete level of social division of labor in which the company and its material-technological process inhere. Up to now, sociosynergetical conception of the history defines three basic levels of social division of labor:

- Level of simple connection of live work with natural sources
- Level of three productive factors integrity – live work, natural sources and the capital
- Level integrated by the fourth productive factor – by sociosynergetical information

In the early 21st century, the civilization is typical by the fact that there exist all three levels of social division of labor mainly in so-called economically advanced countries. Whereby, the proportions among individual levels of social division of labor are different for each individual country of the world. It is because each individual country of the world did undergo characteristic, unique demographic, economical, cultural, value, world-view, ideological and political evolution.

There are concrete individual intelligential levels of the manager equivalent to each individual level of social division of labor, which means that managerial profession is not

anything fictitious but it presents the concrete identification of the subject – a manager in the space of the “human-work subject” relation.

Therefore, in light of the education for managerial profession, it is very important to size up the situation which level of social division of labor will be educational process of manager’s subject projected for. Answer is seemingly simple: to form the manager for managerial profession of qualitatively highest level of social division of labor. However, it would be bad decision because social and material-technological processes reproduction is not only wide-spectrum but also multi-level reproduction in each individual country. Practically any society of the civilization, considering also the most advanced one, gets along in certain range without the reproduction of the first and second level of social division of labor, which means in practice that education for managerial profession will be inevitable to project within the frame of whole spectrum of all three levels of social division of labor.

First (bare connection of live work with natural sources) and second level characteristic by three “classic” productive factors integrity) of social division of labor are objective inevitability of full-value functioning of each society despite the fact that they were historically overcome by the third level of social division of labor (characteristic by dominant position of sociosynergetical information) and it would be inexcusable mistake to endeavor to subjectively limit, let us say to negate the space of the first and second level of social division of labor.

By resting on socio-information flow, managerial profession of the first level of social division of labor will be always characteristic mainly by three qualities of the subject – the subject of socio information, the subject of partial socio intelligence and the subject of socio intelligence. These subjects of socio information flow will exist even in the most advanced society. Such subject as being the representative of all live works aggregate in the society will be always inevitable to drag into the value-creating process minimally within the frame of the companies of the first social division of labor. It is not inevitable, even it would be ineligible to remove from society reproductive processes those material-technological processes that operate only on bare connection of live work with natural sources. We have whole spectrum of such processes in each society, for example a pasturage, a gardening, growing of the grape, of the fruit trees, bee-hiving, livestock breeding, medicinal plants picking, forest fruits picking, wickerwork, folk handicraft, drugless healing, etc. There is common sense asserted in these processes. Common sense is possible to perceive as managerial profession of the first level of social division of labor. This managerial profession is in the space of so-called self-contained economic structures of the society.

Each advanced society should consider this level of social division of labor to be naturally inevitable. In educational system, it is desirable to leave room for it mainly abreast of pre-school, elementary and secondary school preparation. Generally, this level of social division of labor in industrialized society was ineligibly negated mainly under the thumb of the capital which caused energetic flows maximization in material-technological and value-creating processes of the companies. Even the level of bare “human-work subject” connection was perceived as cultural and economical backwardness.

Managerial profession linked with the first level of social division of labor disposes by natural values of the human as being the sociosynergy. All efforts of elapsed two centuries historically negate managerial profession in the society reproductive processes by “industrialization” were the biggest negative consequence caused by the entering of second level of social division of labor incumbent on three productive factors integrity where the capital, surplus value rule and market patterns perform a decisive role.

Managerial professions of the first level of social division of labor naturally rest on the socio information flow chaos but they are simultaneously based on low intensity of energetic flows. Whereby, they are environmentally acceptable and friendly to the planet biodiversity reproduction by the prism of modern evolution.

Over the last centuries, because the society did undergo precipitous development of information flow – from socio information through scientific information to sociosynergetical, biosynergetical and sociosynergetical information – therefore depending up that the view on the manager’s profession in all existing levels of social division of labor changes. Basis of managerial profession rests mainly on managing the “human-work subject” relation, thus, is aimed at effective connection of productive factors. Forasmuch as the first level of social division of labor is being the integral connection of live work with natural sources so, then the most effective projection and realization of such connection has to be the content of managerial profession. However, natural sources utilization will be always realized by the prism of concrete quality of information flow not only of the manager by himself but also of unskilled work which is dragged into the value-creating process.

As we mentioned above, live work (human factor) of the first level of social division of labor is characteristic by three basic subjects: subject – socio information carrier, subject – partial socio intelligence carrier and subject – socio intelligence carrier.

However, connection of such live work in value-creating process is possible by the prism of qualitatively various subjects of the manager; let us say of managerial profession of the first level of social division of labor:

- manager in socio information flow quality
- manager in partial socio intelligence quality
- manager in socio intelligence quality

By the prism of sociosynergetical cognition, human factor is the most valuable what we have and its most effective involving in the value-creating process is primary task of managerial profession. Live work in the quality of socio information flow will be always exist here, this one is not historically overcome, however its managing can be realized by the methods that are historically overcome as well as by those that are the most modern. Only if we will be able in conditions of university preparation to profile the managers, competent to drag the mass of live work immanent to the first level of social division of labor into the value-creating process, thereafter we will be able to assert that we solve bearing problems of social reproduction.

2. MANAGERIAL PROFESSION IN CONDITIONS OF THE SECOND LEVEL OF SOCIAL DIVISION OF LABOR

Preparation of managers, let us say education for managerial profession immanent to the second level of social division of labor requires mainly basic epistemological-methodological identification of the problem. Second level of social division of is characteristic by the integrity of three productive factors (live work, natural sources and capital), where determining role is being performed by the capital, by the process of its circulation and turnover, by surplus value rule and by market patterns. However, it is not everything; second level of social division of labor is historically linked with dynamic entry of scientific information and materialized former work into the connection “human-work subject”.

Within the frame of the most advanced countries of the world, the second level of social division of labor culminated in the late 20th century what determined in decisive extent also the development of management theories. Natural development of scientific information in the sphere of managerial theories was in progress partially against a background of individual productive factors what became evident especially in the creation of a large number of management conceptions – managerial theories “Babylon” begun. Our university preparation of managers is affected by this “Babylon” practically in whole space.

Following the existing status analysis in the sphere of managerial theories, there is a possibility to type the management theories into three basic blocks:

- Natural sources utilization management
- Human resources utilization management
- Management of capital circulation and turnover [1]

Basic demerit of these theories is a fact that they endeavor to develop only partial theory of management (financial management, production management, quality management, human resources management, relations management, etc.) in disaffection from system connections that present the integrity of all three productive factors of the second level of social division of labor. Many authors in the sphere of management perceive the existing chaos in managerial theories “Babylon” and endeavor after any complex summing up of managerial conceptions quantity into the one “entire” theory. Thus, also the attempt on so-called entire management arose. From historical view, it is not considered as mistake. Indeed, mapping of all existing management theories will give us certain reflection on existing chaos. However, it is only sine qua non of future system solving of the query.

To realize the process of manager subject preparation for managerial profession in the way of managerial theories complex comprehension will not eventuate into required quality.

So prepared manager will have to start from scratch in concrete practice because chaos of scientific information by which he disposes in his abstract thinking, will not allow him to system-knowingly-practical act nor system-notion-categorical communicate. Managerial theories education methodology and general preparation for managerial profession immediately requires the system-entire redevelopment of epistemological-methodological points of origin on the basis of sociosynergetical information. By the prism of partial scientific information, it is not possible to come to the system entirety as of researching as of solving of any problem in the sphere of staff managerial preparation.

However, establishment of such quality will inevitable require that every university pedagogue who attends the process of specialists education for managerial profession, should undergo the complex process of integration, concentration and centralization of scientific information from the sphere of synergy, biosynergy, sociosynergy, psychosynergy systems cognition and from the sphere of socio systems.

Otherwise said, it will be necessary to undergo the challenging way of sociosynergetical transformation. Sociosynergetics is coming to be the nightmare for many people; they are scared of it because they realize to not be able to ensure required quality of managerial education by that level of cognition they dispose. Unfortunately, we often meet in the sphere of university preparation with the tragicomedy which is presented by few our colleagues teaching for decades only one and the same, they don't develop their skills and they kick against all new.

Managerial profession of the second level of social division of labor originally did rest on scientific flow of information. Thus, this profession was characteristic especially by three qualities of the subject – scientific information subject, partial scientific intelligence subject and scientific intelligence subject. Live work immanent to the first level of social division of labor is within the frame of the second level usable only in the quality of auxiliary professions because disposes only by socio information flow. Such manpower utilization is very limited in managerial profession of the second level because it is inevitable to operate with complex materialized former work in the manufacture and in material-technological processes. On the present, this problem is being identified also in conditions of economies of new member countries of the European Union, where especially automotive industry notes a lack of live work of scientific information flow.

In ordinary life, preparation practice for managerial profession for the second level of social division of labor predominates only in the quality of scientific flow of information. Also the process of university preparation of the managers – the specialists developed in this trend. Thus, there were created tens of specialization in the preparation for managerial profession in agricultural production, industry, services, in the medicine, foreign trade, or even in the politics and ideology.

This chaos is natural consequence of connection of live work not only of the second level but simultaneously of the first level of social division of labor in value-creating process by the prism of manager subject; let us say of managerial profession of the second level: manager in scientific information quality, manager in partial scientific intelligence quality and manager in scientific intelligence quality

Thus, from mentioned above is apparent that the connection of live work with natural sources in the company reproductive processes has minimally eighteen basic variants that also determine total quality of value-creating process. Simultaneously, it also means that the chaos of managerial profession extremely deepened compared to the first level of social division of labor and this happened paradoxically in consequence of scientific information flow which is qualitatively higher than socio information flow. This second level of social division of labor paradox is not possible to really understand from scientific intelligence level and many theoreticians endeavor to overcome this paradox by empirical so-called complex mapping of managerial theories and consequently to generate new quality from this complex mapping. It is extremely complicated to understand any system only by the prism of complex mapping of its individual parts!

Complex mapping of any system is never-ending process of cognition and achievement of “final” result would mean to create the “self-starter” (Latin - Perpetuum mobile). Being functional in managerial theory as well as in the practice is to understand especially entire functioning of certain system (synergistic, biosynergistic, sociosynergistic, psychosynergistic and socio system) irrespective of the fact whether this system is or is not complex.

For example, we cannot come to the understanding of human as entire sociosynergetical system by the way of separate and complex researching of all human “components” (limbs, eyes, heart, blood vessels, brain, spinal marrow, epidermis, ears, hair, etc.) but only by the cognition of the human as being entire sociosynergistic system together with its psycho psychosynergetical quality and with socio superstructure and even we can come to that also without that this researched system will be complex (it can be without hand, leg, eye, without appendix, etc.). Bone of contention of existing theory and practice of preparation for managerial profession is exactly the absence of system entirety which we try to substitute by complex approach. It is one of the weightiest epistemological-methodological demerits of our university education. Solution for this chaos rests on integration, concentration and centralization of scientific cognition and scientific intelligence that eventuate into sociosynergetical flow of information and into sociosynergetical levels of subject intelligence.

3. MANAGERIAL PROFESSION IN CONDITIONS OF THE THIRD LEVEL OF SOCIAL DIVISION OF LABOR

Sociosynergetical information is not becoming only determining productive factor of coming division of labor but in decisive extent influences also the development of all existing productive factors and simultaneously internally changes the character of the first as well as of the second division of labor in the society. In the 21st century, university pedagogy plays decisive role in the preparation of present generation for managerial profession. This pedagogy is faced with the problem of cardinal epistemological, methodological, methodical and didactic transformation. Such transformation is not really possible without system piercing of sociosynergetical information into the university information technologies.

Sociosynergetical information continually determines the creation of new final products for a customer that is not really possible to produce by companies in the second level of social division of labor. Those are final products for a customer that are possible to produce only by the prism of high-concentrated, integrated and centralized scientific information and

scientific intelligence. Otherwise said, such production and such product objectively take stand on sociosynergetical information and sociosynergetical intelligence.

Those are final products for a customer based on completely new materials, produced by completely new technologies incumbent on effective energetic flows, environmentally more safe and friendly for a human as well as for the whole biodiversity.

To realize the nano technologies is possible only by the prism of synergetical cognition, of synergetical intelligence, of managerial profession minimally of sociosynergetical quality.

Biotechnologies are possible to full-value realize only by the prism of biosynergetical information and biosynergetical intelligence, let us say by the prism of managerial profession minimally of biosynergetical quality.

Production in the sphere of the human physiology, clinical medicine, pharmacy, psychiatry, of psychology and harmonic socio systems reproduction management is possible to be full-value realize only by the prism of sociosynergetical information and of sociosynergetical intelligence, let us say of managerial profession of sociosynergetical quality.[2]

Education for managerial profession of the third level of social division of labor is not possible to realize by existing system of scientific disciplines at our universities. Three productive factors integrity effectiveness did already culminate and classic energetic flows will give it rise only to the “red” numbers. To continue in education for managerial profession immanent to the second level of social division of labor means to reproduce what is being historically overcome. It will mean onward decline for the universities that will not leave the system of education incumbent only on partially scientific information.

For many university pedagogues, managerial professions production for incoming social division of labor characteristic by the four productive factors integrity is being the task which will be necessary foremost to understand and consequently to get under control to the extent that the quality of their work will match minimally actual needs for society development.

This difficult task will be handled only by those who dispose by the quality of abstract thinking, of notion-categorical communication and of knowingly-practical acting measuring up minimally one of following level: sociosynergetical information level, partial sociosynergetical intelligence level and sociosynergetical intelligence level.

Filling these criteria will require mainly much of self-effacement, dynamic beginning for life-cycle education of all university pedagogues without exception and absolute system initialization of the integration, concentration and centralization of scientific information and of scientific intelligence from the level of individual institutes, departments, faculties and of whole universities in the sphere of globalizing European Union. It is the process extremely challenging but manageable.

4. CONCLUSION

Solving the tasks of nano-development of material-technological processes is being the call time. The refore, the university manager preparation inevitably requoests the system-entire cognition – sociosynergetics. Sociosynergetics is being the nano-perception, nano-cognition of social movement connections and as such decomes to be a part of modern economy and society evolution.

5. REFERENCES

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