

DECISION AND MOTIVATION IN ORGANIZATION MANAGEMENT AND ECONOMY

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Abstract - The existence of rational arguments that can offer the possibility of accepting an economic paradigm at social level involves distinctive scientific explanations according to the scientific areas where they occur. In other words, the arguments in favor of valid managerial principles shall be built in relation to specific degrees of rationality. In this way, the scientific research on the principles of human resource management requires a proper understanding of economics in general. Stressing the important role that planning plays in terms of socio-economic paradigms, it seems appropriate to bring up the communication processes that are found in different implementation strategies. This approach requires a high degree of freedom in terms of customizing own strategies. In this sense, organizing and restructuring economic activities involves a particular form of education based on the operational nature of information itself. Therefore, the intelligibility of the information content refers to a particular pragmatic competence.

Keywords: *economic strategy, motivational theory, economics, managerial principles, economic indicator*

I. INTRODUCTION

Materializing managerial strategies within an economic system emphasizes the fact that professional practices refer to social responsibilities. Communication within such a system depends largely on the managerial decision supported by the social actors. This issue indicates the fact that a value hierarchy attempt at organizational level from an economic point of view of the cognoscible structures involves an approach specific to the managerial process. The purposes of economic activity are validated depending on the social recognition of certain pragmatic conceptual-theoretical structures. We consider in this sense the application of the cognoscible structures (classical theories and new economic models) within the organization management and economy. In this way, we believe that such an approach should consider particularly the value dimensions of social reality. Moreover, organizing skills at socio-professional level can explain in terms of economy the methodology specific to the activities undertaken by the social actors. As a result, an optimal economic policy can be useful only insofar as its implementation strategies are characterized by value and have as a starting point items

related to a motivational dimension of the assumed decisions.

II. MANAGERIAL RATIONALISM BETWEEN DECISION AND MOTIVATION

The existence of the decisional process in organization management and economy generates explanatory models where the research acquires a qualitative character capable to support the idea of social responsibility. The assumption that we consider in this context is that the economic dimension in general requires a reconsideration of the value system. In the same time, the idea that we try to justify is that the professionalism of social actors in an economic environment largely depends on their attitudes, on the promoted and assumed methodological strategies, and on the motivational theories that exist at decisional level. Thus, it is outlined within the economic dimension an explanatory perspective whose architecture is based on axiological and social structures.

In these circumstances, we consider, first, that the scientific perspective is needed at the level of economic activities, and secondly, that the size of such an approach illustrates at social level the importance of the element of novelty when a new economic model is assumed. Moreover, the necessity for such an economic model at social level shows that the problem of knowledge legitimation requires a consistent relationship between social aspects and economic components in general. This methodological foundation finds its full justifications to the extent that social process assessment involves a reference to the explanations resulting from assuming an economic model.

The organizational culture reflects a degree of uniformity, but also an innovative orientation towards performance. Thus, socialization between the actors involved in the materialization of the management strategies requires their special motivation. Therefore, in specialized literature there are known the psychological motivational theories that are applied in the economic field. This prompts us to support the idea that decisional stages can be examined from a regulatory perspective (where the assumed strategy is structuring itself) and from a purely applicative perspective (where economic activity takes place). Taking an economic decision and implicitly a management that has in the center of its analysis the idea of performance, it means to be aware of the situational diversity found between intuitive processes and non-rational processes [1]. The decisional issue aims greatly

the human activity system where the accent falls on the on the organization management and economy.

However, the economic process involves a series of cognitive and affective approaches. Thus, seen as an integrator system, organization economy requires taking into account certain research and implementation strategies for decisional policies. In other words, as far as the skills of the decision-makers are combined with economic policies concerned within the social system, the new paradigmatic openings legitimize the need for a reassessment in respect to restructuring a performing organization management. In this way, between the performing management and the operational skills of the economic actors there is a pragmatic relationship through which the economic activity takes place. In this context, following an effective approach in terms of organization management there may be set at operational level a decisional algorithm.

Identifying a rational approach that has as a starting point the decisional motivation highlights those activities that a decision-maker accomplishes at the level of organization. A clear trend towards this goal is visible when the economic rationality model shows the fact that social practice relates to a certain level of development of the individual. In other words, the socio-economic perspective resulting from a decisional process involves beside a predefined logical structure, a motivational dimension in conjunction with a scientific approach.

Such an understanding of management strategies involves a special analysis of the potential and the performance of decision-makers. First, we believe that setting clear goals in assuming a management strategy is an important issue in a competitive management. This situation consists in the fact that individual motivation is based on components such as needs, interests and attitudes. Thus, the personalized character of motivation refers to a managerial practice that focuses on identifying needs, but also on acquiring successes. Secondly, we consider the implementation practices for managerial styles that in the specialized literature fall in the X-Y theory [2], respectively the X-Y-Z theory.

Diversity in terms of the existence of motivational theories at decisional level in the management and economy of the organization reflects a perspective built on specific objectives designed to support a permissive economic strategy. This situation can only express a methodological foundation, through which economic activity assessment depends on the pragmatism of such an approach. This idea expresses the fact that an important aspect in the process of understanding a motivational theory is given precisely by the pragmatic approach of the cognoscible structures by the decision-makers. At the same time, a relevant role in this process is given the ability of an economic paradigm to generate explanatory perspectives through which the pragmatism of the assumed strategies can be supported.

Approaching organization management from this perspective allows a stratification of the scientific content, situation that facilitates the operations carried out at

different levels of organization. This perspective is reintegrated within a reality where the levels of social organization are different. Therefore the process of understanding social reality cannot be separated from the actual economic size. Thus, we think that the idea according to which the decision-makers take into account at managerial plan at the level of organization different motivational theories is fully justified.

Of course, the applicative theoretical connections should take into account the research models through which the knowledge process can be validated. In this regard, we bring into discussion Kenth Arrow's theory which states that in many cases a collective decision does not satisfy certain rationality conditions previously provided [3]. Shaping a rational structure includes considering the planning and the managerial decision that should aim the economic structuring process. This requires a logical analysis and specific ergonomics that grants an important role to the environment and to technologies used in elaborating the chart [4].

The universe of values in terms of social system reflects the way in which economic policies are promoted by decision-makers. Competitive economy seen and understood as normative model generates an overview of the society. This fact highlights the operational character of the cognoscible structures through which social-economic explanations acquire valued meaning. It's about the awareness of certain economic situations at the level of a social system. Ultimately, the teleological character of economy shows precisely a stratification of the strategies undertaken at the level of pragmatism.

III. ECONOMICS AND INTERCULTURAL VALENCES OF ORGANIZATION ANAGEMENT

The quality of economic paradigm depends both on the involvement of the social actors in the assumed strategies and on the pragmatism of the initiated approach. Thus, social actors engaged in such an approach merely relate directly or indirectly to the system of social needs. In this context, we consider it is necessary at social level to exist an economic education designed to support to a certain extent the need for socialization. In addition, there appear problematizations on the forms of education undertaken within a social system.

Determining certain economic criteria through which theoretical structures can be explained by reference to social norms highlight objective links between socio-cultural models concerning a new type of education. The need for reassessing the educational field in the context of the economic crisis and of the new realities sends to the analysis of considerable difficulties which manifest in individual forms in the society. This reveals the existence of relations between social subjectivities, through which it is promoted the spirit of humanity. However, such a perspective becomes questionable when it is considered the analysis of the meaning involved by the information differentiations that in their turn are involved by the scientific results. In other words, social organization transcends the will of the subjectivities involved in the socialization process. At the same time, this type of reality has a particular character that resides in the very form of social organization depending on which human

activities are shaped. Moreover, as a social result, the purpose of these activities sends to the need for the principles according to which the social organization materializes. Therefore, the values of this social field transcend the limits of human society, state of affairs that is possible through a continual process of intercultural domination.

Therefore, economics finds its place in an intercultural dimension, so that any methodological concern that it reveals only captures the specific ways to approach the social dimension from a scientific perspective. Thus, the quality of economics is a fundamental coordinate within the new social model. Under these circumstances, the structure and the formation of knowledge represent premises in justifying the idea that economics can only materialize only to the extent that employed social actors are motivated in the activities they initiate. Therefore, the materialization process stresses operational particularities through which public education manifests itself between creativity and quality. However, this type of reality has a particular character that resides in the very form of social organization depending to which human activities are shaped. Moreover, as social result, the purpose of these activities sends to the need for these principles according to which social organization is materialized. Therefore, the values of this social field transcend the limits of human society, state of affairs possible through a continual process of intercultural domination.

This situation provides legitimacy to the institutional frame engaged in such an activity. It should also be considered a systemic way of approaching the issue in question. Moreover, scientific research methods on social reality translate managerial strategies to the plan of specific discursiveness. In the present analysis, we consider the specialized language of economics, a specific form of what we call discursiveness in general. Correspondence between economic language and the generated concepts highlights exactly those components that give value to educational practice. It is about a situation which expresses actually the ability to translate economic pragmatism to the level of meaning and significance.

The experiences of human nature resulting from such a process merely reflect the result of a gradual transformation of the society. In this respect, we can admit that socialization is a complex of conditions where the diversity and the multitude of interpersonal relations involve sometimes a formalized analysis of social and economic phenomena. This idea requires finding an objective criterion that could constitute a starting point in this process. Thus, social facts are explained and interpreted by reference to human individuality.

This variety of understanding social forms is a win for knowledge, meaning that issues that belong to the economic size can be interpreted in terms of science in relation to the central problems of society. We also believe that through such a perspective is largely promoted the unit of scientific knowledge. It is, in fact, about accepting the validity of principles characteristic to

the socialization process, in this way making reference to economic factors. A typology specific to the economics field involves different social representations that concentrate at social level significant scientific models. Thus, since the new economic realities reveal the impossibility of a pragmatic purpose, it is necessary to review the educational structure according to which the scientific results have been achieved. In other words, a crisis period within a social system must infer anticipant education through which the actors involved in this process can find and use the optimal operating strategies.

It is about what K. Polanyi stated, namely, that a market economy can only exist in a market society. Thus, the potentiation of the individual in a social system is closely related to the idea of economic performance, an idea which, moreover, was given much greater importance than those of politics and social life [5]. The methodological issue rather depends on the involvement of social actors that should consider during this process the achievement of a pragmatic educational circuit. In this way, creativity and spontaneity are important factors in ensuring an optimal economic strategy. These aspects show the requirements of an economic model related to a social structure. The goals of economic activities are materialized only to the extent that professional practices designed to support the conceptual-theoretical structures are therefore validated. Also, economic innovation is encouraged, and psychosocial behavior acquires a qualitative character. Therefore, at socio-professional level it is confirmed the fact that economics synthesizes certain functional-structural criteria, which socially support the idea of reassessing certain managerial principles.

Moreover, this way of approach generates an understanding in epistemological terms of both the information resources and cognoscible structures that belong to physical reality. A certain consistency in terms of scientific innovation must be seen from the perspective of specialized language. In other words, a relevant learning process requires a pragmatic attitude at the level of the economic process. However, such an attitude reveals a legitimate dimension of scientific theory. We consider in this context Hayek's idea concerning the expansion planism, which essentially shows that the artificial order is oversized [6]. A social analysis from an epistemological perspective justifies the idea that scientific theory is hypothetical, and this does not mean that the theory referred to does not belong to scientific truth.

The scientific approach of the economic process reflects at the level of formative correlations an image that illustrates specific eligibility criteria based on which the assumed goals can materialize. In this way, the interaction between economic agents sends to the idea of a socio-economic conventionalism under which the initiated approach outlines a scientific model for understanding basic economic principles. Thus, scientific criteria involve a qualitative understanding of the new scientific paradigm through which social issues acquire utilitarian value. Moreover, the activities initiated within the social system emphasize the instrumental value of the assumed strategy, whose operationalization involves an optimal valorization of the economic actors'

skills. The explanatory approach is possible to the extent that the requirements of the economic model are met by accepting an open attitude at the level of economic management. Therefore, the efficiency of a system depends on the one hand, on the attitudes of the actors involved in the economic process, and on the other hand, on the contextual and consensual strategies it follows.

We consider in this context the socio-cultural comprehension of the economic system. In other words, at the level of the economic system, the assuming of certain principles of human resources management refers to a specific relationship between the social actors and the pragmatic operationalization of the main activities undertaken by them. In this sense, from a methodological point of view, the reorganization of the social system requires the considering of the idea of sequential organization of scientific competence-based management. Moreover, at the level of this type of approach there are significant economic strategies through which economic values related to social norms. We believe that this approach is a fundamental premise for accepting a new economic paradigm and its specific management. Therefore, the formal size of the theoretical dimension concerns scientific issues in assuming new utilitarian economic principles.

In this way, interpersonal communications reflect at the level of the scientific community an image based on the idea of reassessing the economic dimension in general. Scientific legitimacy of an economic model and, implicitly, of its strategies highlights the need for an explanatory model on social reality. The dynamics of such a process is represents the translation into practice of the theoretical structures, responsible otherwise, by the existence of the new paradigm. Also the area of understanding these methodological connections sends to the idea that the validity of scientific research itself depends on the strategies assumed both by the social actors and the scientific community. The structural relevance of the formal size of architectonics on the formal dimension concerns epistemological issues related to how economic concepts are explained and used. All these relate to the manner in which the theoretical model is perceived within the dimension of scientific knowledge through the prism of conceptual-theoretical applications.

IV. CONCLUSION

The multiple meanings of interpretation reflect the organizational forms through which the description of social reality involves a process of valuing the individual meanings. Thus, a functional structure of a social system involves an economic strategy that can reveal value-managerial principles. Also, the meanings of the educational reality transpose at psychological level a number of issues relating to the benefits resulting from the realization of the assumed strategies. Moreover, understanding the meanings of this type of communication illustrates a perspective which finds its legitimacy through scientific explanations.

This image expresses the fact that a social reality form requires considering certain conceptual-theoretical structures designed to support the knowable architectonics of a new economic (managerial) paradigm. In other words, the justification of action strategies represents a methodological reality through which there is highlighted a series of activities characteristic to economic education. In this way, it seems somehow legitimized the need for new theories and concepts within a social system. As a result, such as conceptual-theoretical differences show certain problematizations that need to be solved only by reference to the novelty of the scientific community's attitude.

Such an analysis favors the approach initiated in order to materialize economic strategies. Thus, achieving an optimal economic management may find its foundation in a social perspective. Interpreting the results specific to such a situation resides in the fact that any economic strategy enjoys methodological texture in as far as the resulting practical approach shows a conceptual understanding of the key constituents. Withal, the way we approach the conceptual nature of the social principles implicitly appeals to the application of economic strategies. Consistency in such a process essentially reflects the idea that accepting an economic model based on competition is a starting point in assuming pragmatic managerial principles. Therefore, the elements of continuity are key issues in regard to the coherent substantiation of a consensual theory on economics.

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