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«АКТУАЛЬНІ НАПРЯМИ РОЗВИТКУ ТЕОРІЇ ТА ПРАКТИКИ УПРАВЛІННЯ»

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NEW CONTRIBUTION TO THE RESEARCH OF THE THEORY OF WHOLE

ABSTRACT. Although a whole as a phenomenon was entertained by ancient Chinese wiesemen, it seems that this issue remains in the focus of the modern world too, and especially of social, and organizational sciences. However, any, even the science of organization and management has its theoretical basis. Without a theory that has been confirmed in practice, no science can get the title of science. Therefore, any contribution to the study of the theory of a whole has practical value, and if not, it is an utopia, something that is impossible and unattainable in the real world.

The beliefs that in perspective the theory of a whole shall gain even greater importance are quite realistic, which is logical, because life, work and business keep getting more and more complex, with increased interdependence between relationships, and with increases of both speed and dynamics of life and work.

The aim of this paper is to draw attention to new thoughts and ideas about the theory of a whole, and all for the purpose of its application in the design and management of organizational and other systems.

KEY WORDS: theory of whole

Characteristics of a whole

Science and everyday practice both show and prove that every living being, the universe, and even organizational systems operate on the principles of wholeness and relationships that exist within a single whole. What is interesting and often neglected is an indisputable fact that all the wholes in the natural order are open and there are no closed systems, i.e. wholes. Each unit has its own inputs, transformation processes and outputs. On the ways of connection between these parts of a whole depends largely the survival but also the growth and development of the whole [1].

Each whole is subject to change, which gives wholes a dynamic sense and character. This is the pre-condition for each whole to develop and grow. If the whole does not change, it is doomed to stagnation and loss, which proves the rule that changes are the condition of life. In other words, death is a condition in which there is no movement, and thus no change, which imposes the need to prepare people for life filled with permanent changes. This is a problem of adaptation to different climatic, environmental, cultural and social and other conditions. Therefore, noting that «Improvement takes changes, and perfection takes very frequent changes».

Changes in natural units occur mainly within the same pattern of conduct. This characteristic makes them stable and sustainable. Thus, the cosmos, like any other self-organization (human, sentient beings) is the most stable whole. They have dynamic character. It turns out that all parts of the whole are in constant motion and change. For example, in the natural order as per «command» happen seasons, leaves fall, winter comes, sunrise and sunset alternate, etc. There is a sequence of night and day, tides, sun and wind, work and rest, etc. These changes are still taking place more or less in the same period of time and in the same way. It is the same with man. In humans, certain cells are dying, others are renewed every seven or ten days, but everything happens in the same concept of changes, i.e. in the same pattern of behavior.

It also turns out that every part of a natural whole is conditioned and stands in causal connections and relationships with other parts, where at one point it appears as part of the cause and in the other as the result of certain iterative and mutually conditioned relations. In other words, nothing in natural units is self-sufficient but all stands in iterative relations. In cosmos too, nothing comes from nothing, but all arise from something, for everything there is a reason and cause of formation and survival, or extinction.

The study of relationships that exist in the natural order as a whole can be applied analogously to organizational systems. Therefore, even in the social, and organizational systems, nobody is self-sufficient, but the interconnection of people and organizations is the best way to achieve the set goals. The problem is that man has yet not clarified all the secrets of the natural order, and the question is whether he will ever succeed in this. Therefore, ignorance, as a universal phenomenon here as in other spheres, is a limiting factor for further improvement of the functioning of organizational systems [2].

The significance of the theory of the whole, and in particular the mutual dependence of parts and their relationships in contemporary, especially in future business conditions will gain even greater importance. This claim stems from the fact that the relations of interdependence get increasingly amplified and that no one today can not survive as an individual, especially as an organized whole, if he fails to open up and connect with other parts of the whole. Also, wholes must connect with the environment in which they operate. The thing that gives quality and complexity to a whole is neither the number nor the size of the parts, but the relations that exist between the parts. There are large wholes that are simple, as there are small, but extremely complex parts. An atom is a whole, as is molecule, man and the cosmos. The key point in the relations between the parts and the parts and the whole is the functionality of their connection, i.e. the relations that exist between the parts, what Aristotle called «the soul or spirit of the whole.» It has been shown that the systems, or the wholes where there are good functional relationships between the parts and the whole with the environment achieve greater business success than these wholes longer, and if you frequently change and coordinate their activities with the requirements of the environment, they regularly live longer and ensure stable growth.

Functional structures and whole may occur in the natural and social order. When comparing natural and artificial wholes, it can be concluded that «social reality is more complex than natural phenomena, not only because it is necessary to deal with larger number of variables, but also because of greater volatility, less uniformity and greater difficulty of isolating each factor separately» [3].

The most perfect functional entity is a human being, and within it the most perfect part is the brain. This whole, as well as part, is by all the characteristics the result of nature and operates on the principle of self-organization because it has a mind. Any change in any part leads to changes in other parts. Man creates other functional wholes through

combination of natural and artificial elements and parts, such as companies, agencies, public administration, etc. These wholes are less effective, but with the development of humanknowledge they too permanently improve and increase their efficiency. The highest level of performance would be achieved if man managed to create artificial whole that functioned on the principles of natural wholes, and that means an automatic response, or self-regulation based on the changes occurring in the environment.

The phenomenon of the whole has primarily practical character and goal, because it shows that everything is the whole of some parts and at the same time part of a whole. The example of the cosmos, man and other living creatures indicates that a whole can not function without one of its parts, but that parts can not function without having a whole, i.e. without belonging to some system or whole. This enables us to make projects and to design, i.e. manage systems on the principle that parts are indeed important, but the whole is much more important, and that for the sake of the whole we often have to sacrifice the interests and objectives of the parts. In other words, the processes of organization and management daily face a large number of decisions by which primarily the interests of the whole are expressed, with economic and other sacrifices primarily suffered by parts. Of course, such an approach to management makes sense only if the sacrifice of parts achieves a greater effect on the level of the whole. If this is not the case, the decision does not have its purpose and becomes an end in itself. If this materializes in practice, wholes are doomed to disappear, i.e. death is the ultimate address of everything that exists in the universe. When a whole disappears, there are no more parts too, and the disappearance of one whole creates new relationships with the remaining parts, which is the subject of reorganization as activity attributed to managers.

The quality of a whole

In the eighteenth and nineteenth centuries science had been searching for a way of determining the quality of the whole. The first studies were directed at taking out of context of a whole certain isolated parts, and through their study and research try to arrive at the knowledge of their quality, and then on the basis of those individual insights arrive at decisions regarding the whole. In other words, the sum of the partial conclusions about the quality of the parts was expected to present a synthetic image of the quality of the whole [4].

This scientific method failed to provide a complete picture of the research subjects, or the quality of the whole because from the quality of the parts we could not objectively determine the quality of the whole. This stems from the undisputed claim by ancient philosophers, and above all of Aristotle. He claimed that the whole is always something more than the sum of partial components and the quality of the whole can not be inferred from the simple summation of partial quality. Therefore, as an auxiliary tool for explaining researched phenomena whole they took systems, i. e. organized structure units that have certain characteristics in common. In other words, the system presents itself as a collection of diverse elements interconnected in the organized structure of the whole. Thus, the whole has become a center of analysis and research, just at the moment when it became associated with the system.

Conclusion

This paper stresses the importance of the theory of the whole and its practical application in the organization and management of organizational systems. The effect of the whole is always something greater than the sum of effects of parts. Management structures must continuously take into account the objectives and interests of the whole, because ensuring the survival of the whole ensures the survival of parts too, which is natural, because the whole can not exist without the parts, but parts can not survive without the whole. When one part is separated from its whole, then it becomes a whole, which has its parts. This confirms that everything is part of a whole and at the same a whole of certain parts; there are no isolated or individual wholes, i.e. parts within the whole.

References

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3. More on the above issues in: D. Pizano: Razgovor sa velikim ekonomistima, Mate, Zagreb, 2015, p. 9.
4. On quality of a whole a relatively good review can be found in: V. Vučenović et al: Izvorišta holističke teorije organizacije, FORKUP, Novi Sad, 2011, pp 97—98).