

# Synthetic Holization of the Nature and Type of Organizations Based on Philosophical Materialism

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**Abstract:** *This paper presents eight of the sixty-eight synthetic systematic identities or theorems that can be carried out to establish the Theory of Organizations holization, and that constitute an important part of the categorical closure of the nature and type of organizations. This research was performed on the base of the comprehensive cycle of knowledge, the strategic methodology of Mintzberg, and the philosophical materialism that joined structured a strong motor capable to enfacelike an administration Leviathan. The final observation is that the analysis and synthesis of the organization's performance must follow and include the latter philosophy system to clarify and avoid paradoxes.*

**Keywords:** holization, materialism, organization, strategy, synthetic

## 1. Introduction

The Theory of Organizations contain a considerable number of paradoxes due to the discrepancies between the different point of view presented by etic and emic positions. To perform a new group of research, it was established an inertial framework, and a most power engine that was structured with the assembly of the comprehensive cycle of knowledge, the strategic methodology of Mintzberg, and the philosophical materialism, looking for to reduce the gap originated by both visions above mentioned. With this equipment it was possible to perform an open and close circular rationalization that allowed to discover and reduce the number of paradoxes on the base of results coming from studies carried out since the beginning of twentieth century, and which led to the establishment of systematic synthetic identities or theorems.

The final observation is simple, it is required to initiate an atomization of research related to each unit that makes up the Theory of Organizations on the base of the motor proposed but including the *symploké* approach.

## 2. Literature Survey

Every organization has a business environment, both and objective and subjective culture, and set-up. According to Weber (1947), the first is bounded and, therefore, has limits, which not all people can cross, coinciding with Mintzberg's Individual School of Power (Mintzberg, 2010); for the German, the above defines a corporate group with a totality of attributive type which he defines as bureaucracy. For this part, Barnard (1938) atomizes organizations in the style of Leucippus and Democritus, coinciding with Weber in many ideas and concepts but from a micro point of view, where through a true appearance, coming from a whole distributive, comes to establish constructs that seek to be built in attributive totality through normativity. Although

Marx never developed an idea of organization, having worked with societies, communities and their activities allowed him to approach the former. Through his historical materialism, he analyses and synthesizes not only the collective behaviour that presents a distributive human nature, and that Marx tries to make it attributive and homogeneous, but also the products and services delivered by organizations.

For Hall (1996), the definition of modern organization would be the following:

*"it is a collectively with a relatively identifiable border, a normative order, levels of authority, communication systems and membership coordination systems; this collectively exists continuously in an environment and engages in activities that are usually related to a set of goals; activities have results from the members of the organization itself and society"*.

Although this last definition of Hall (1996) is quite complete, from the normativity of philosophical materialism the definition of organization would have to be based on the reference framework shown in the following theorems or systematic synthetic identities, where the technological base on the new Theory of Organizations for the 21st century will be based is incorporated (Martínez, 2022).

## 3. Methodology

This research is related with the Theory of Organizations and based on theoretical, and empirical results obtained during the last one hundred and seventy years for several researchers, sifted with the integral cycle of knowledge, the methodology of Mintzberg (2010), and the philosophical materialism of Gustavo Bueno (García, 2021). Also, it is close with the investigations carried out during the last fifteen years in this area that includes the administration and the sociology of groups (González, 2014; Romero, 2015),

special data recollected of the neuromanagement (Ventura, 2013), and an analogy with a mathematical model coming from the classical mechanics, control theory, and optimization performed by Blas (2014).

#### 4. Results

Based on the triad proposed in the last paragraph as motor to extract the systematic synthetic identities related with the nature and types of organizations, below it can find the theorems and the environment that surrounds the lysed ideas and concepts (Martínez, 2022):

**Theorem 1. Every organization will have to become a distributive and homogeneous totality after having gone through a necessary and universally oriented prolepsis towards eutaxia. Any appearance coming from oblique and/or haloed ideas or concepts will be based on both autological and dialogical truths. Likewise, any intuition that is conceived within the organization and gives rise to oblique ideas, must be made public once it has passed through the intellectual framework resulting from a rigorous analysis in the prefrontal and frontal areas of the brain, as well as having been part of the *progressus* and the establishment of a systematic synthetic identity.**

**Theorem 2. Any hypothesis, abduction or idea that is generated and comes from both an autological and a dialogic environment, will have to be evaluated and calibrated through a methodology such as the one exposed by Ventura (2013) where its viability will be analysed and synthesized through encephalogram, computed tomography, and magnetic resonance imaging.**

Employees in organizations have habits that make up a disjoint set with the one that contains the goals, which are imposed by way of limits. The fact of drinking coffee, or making luxury trips by the staff, has nothing to do with achieving the standards proposed or regulated by the company, however, it is rare that these actions criticized, even less so when signed is reached. For Simon (1964), winner of the Nobel Prize in Economics for his work on organizations, it is impossible to separate the goals of the individual actors, that is, there is a distributive and homogeneous totality that should lead to eutaxia.

Hall (1996) considers that goals are contradictory entities and cites examples such as those involved with the short term vs. those of the long term, teaching vs. research and quality vs amount. Once again this implies the need for organizations to become homogeneous distributive wholes.

**Theorem 3. The goals of organizations are contradictory to each other, both in time and space, that is, they form distributive and heterogeneous wholes, when they would have to achieve stability by becoming distributive and homogeneous wholes, which will only be achieved by using encrypted computing.**

An aspect that should not be overlooked is the presence of organizations within organizations, something like what happens within governments and, which in all cases becomes a heterogeneous entity, since within it, the three

Group Schools and the seven Individual Schools of Mintzberg (2010) can exist.

The plants of the automotive companies operate differently, deliver different products, and the staff have different subjective cultures, yet they were part of the same company. Further away is the plant where the tooling is designed and manufactured. This heterogeneity is characteristic of large consortiums, where the organization has high potential energy in assembly, the engine plant, the foundry plant, and product engineering and, therefore, an instability that arises from time to time, which is manifested not only with the replacement of senior management, but with the replacement of the CEO, carried out from the company's headquarters.

**Theorem 4. Large consortiums constitute distributive totalities, where the potential energy of the organization is high and, therefore, its instability is high and, therefore, its instability is high, which means that, with certain periodicity, both the top management and the general management of the institution are removed and renew.**

What is described in the previous paragraph is valid for all trusts, so the behaviour of senior management between these and each of the micro, small, and medium business is totally different, which does not imply that, within the latter, the inability of management general does not lead to raising the potential energy and, consequently, destabilizing a tiny organization. It is also true that, due to their size, large corporations have an inertia that is difficult to break, turning them into a conservative entity, as previously stated in previous pages (Hall, 1996).

Since ancient times, philosophers have wondered if organizations interfered with the individuals who worked for them, or where were they the ones who affected the former. It is obvious that human beings are the ones who make the decisions, this can be demonstrated through the Cognitive School of Mintzberg (2010), belonging to the set of individuals schools; but to directly influence a market niche it is necessary to apply the School of Power or Influence (Mintzberg, 2010), where the interaction between subjects is present. However, the School of Culture (Mintzberg, 2010) also traps the worker, leading him to behave as the environment generated by organizations impels him.

At Ford Motor Company (FoMoCo) of Mexico, when a subject was subjugated by the subjective and objective cultures of the organization, he was said to be a "Fordian". In these companies the test year or a lifetime lasts. FoMoCo's publicity as the best organization to work for, an award it has received on several occasions, makes the worker feel proud to belong to an institution like this. The same can be said of those students who graduate from educational centres with great prestige and that the most renowned companies compete for their hiring. The case of Ford is an example of how companies follow the dictates of their founder, because today, the guidelines set forth at the beginning of the 20<sup>th</sup> century by Henry Ford I have not changed a lot and have even expanded through of the foundation that bears his name (Martínez, 2022).

An interesting observation is that these trusts vary their actions from country to country, since Ford Argentina is not the same as Ford Brazil, where this organization varies its technology according to the local economy, thus, for example, in the latter, it is possible find motors that run on alcohol due to the intense cane production that the Amazonian country registers (Martínez, 2022).

**Theorem 5. Large corporations follow the dictates of their founders, who use publicity and propaganda to co-opt workers loyal to the company. They generate a subjective and objective internal culture that varies from trust to trust, differing in their way of operating and adapting to the local economy.**

An important point of the Theory of Organizations has to do with the General Materialist Ontology (García, 2021), that is, the very existence of organizations. For example, the Catholic Church is over two millennia and, of course, has outlived a remarkable number of clerics. The same can be said of government institutions, the Ministry of Finance of Mexico came to be under the direction of Matías Romero, José Yves Limantour, and Antonio Ortiz Mena, all of whom are deceased, but said ministry continues to function. This gives rise to a completely straight idea; organizations have a life of their own. It is true that individuals create rules and regulations which must be followed and respected, but the group, the organization, is the one who, by assuming this culture with subjective and objective features, tends to replicate it and, therefore, to endure over time. What is unique is that within companies you can find both nominalists who practice solipsism, those who think that the external is only represented in people's minds, and realists, who assume that there is a reality independent of any subject. Like Hall (1996), who declares himself a positivist, this paper is also based on Comte principles through the philosophical materialism of categorical closure.

Simmel (1902) at the beginning of the 20<sup>th</sup> century had already visualized the following: *"However, the question now arises whether the character traits in the total group are derived from but a definite number of members, in which case, of course, the reactions between individuals constitute the real and observable fact. However, the question supposes that it is not only the members in their individuality, but their assembly in a representation of the whole, which now constitutes the object of investigation"*.

**Theorem 6. Organizations, from the General Materialist Ontology have their own life, regardless of individuals who work in it, including its founder.**

Another important analysis in the Theory of Organizations is represented by the dichotomy will against determinism within companies. In the first case, there is talk of free will in decision making and, therefore, in the actions of workers, while in the second it is assumed that employees are subject to certain regulations that were structured on best practices through time. According to dialectical materialism. It would be the confrontation between autologism and dialogism, the latter supported by a truth of the same type, where the normative truth is found as subset (Martínez, 2022). However, experience shows that freedom within

organizations is a false appearance, since for the most part, 99% of these, their actions are based on the School of Design (Mintzberg, 2010), considered a barracks.

A complementary study would have to be carried out in those similar institutions that base their industriousness on the Positioning School of Michael Porter (Mintzberg, 2010), as would be the case of Google, although it is, and others are considered US parastatals at the service of their Deep Space.

**Theorem 7. Dialogism and dialogical truths constitute the objectivity on which organizations draw their guide and establish goals to work on a day-to-day basis. Autologism continues to be a uchronic idea within these.**

There would be no point in breaking down a huge number of proposals to classify organizations, since practically all of them would fall into tautologies or fallacious appearances where it would be impossible to establish in dialogical truth. The definitions proposed as for-profit and non-profit entities are located within the framework made up of straight ideas that fall into a supine simplism. The best taxonomy of institutions is provided by Mintzberg (1979) in accordance with Hall (1996) and those who developed this research, and consists of the following:

- 1) The simple structure, which consists of direct supervision, within small organizations, dynamic environments and where technologies are not complicated.
- 2) The mechanical bureaucracy, where standardized work dominates, large size, stable environments, and control by some external group.
- 3) The professional bureaucracy, in which the work is standardized through professional or craft training, the environment is stable and contains no controls external to the organization.
- 4) The key factor is skills and knowledge within a highly skilled environment.
- 5) The divisional form, that is, each division has its own structure that takes one of the forms listed within this topology.
- 6) The adhocracy, which becomes a complex organization that is on the frontier of science, technique, and technology. It has a dynamic and unknown environment, where the structure changes with remarkable speed as the environment demands it.

**Theorem 8. The organizations oriented to persist during the 21st century will have to be constructed on the adhocracy with an anarchist or minarchism scheme based on a Positioning School in the group sphere and in the seven Individual Schools according to Mintzberg, where the School of Configuration will generate the final state preserved for as long as necessary, but with a controlled potential energy, which at a given moment will show stability and at another the necessary instability that will lead to a dialectic tending towards eutaxia at each quasi-equilibrium point, this means that each organization will be located in an indifferent equilibrium but with the capacity to become dynamic through prolepsis.**

These eight theorems constitute the categorical closure of the nature organizations (Martínez, 2022).

## 5. Future Scope

It is required to perform a considerable number of research that include from the small units to big companies but employing a break down that covers the five points in which the Theory of Organizations is divided: a) nature of organizations; b) organizational structure; c) organizational processes; d) organizational environments; and e) organizational effectiveness and organization theory. To avoid the gap of the points of view coming from the etic and emic positions, the only trek to travel is with the support of the philosophical materialism. The future studies must incorporate econometrics, statistics, artificial intelligence, and catastrophe theory, without forget a combination of two of these models. The neuromanagement can improve the results but including data mining not only from electroencephalograms, also of magnetic resonance, and computerized tomography.

## 6. Conclusion

An important engine was found for the study of the Theory of Organizations; however, it will be necessary in the coming years to carry out convincing studies based on this motor to reduce or eliminate the gap that exists between the positions etic and emic that describe the behaviour of groups and individuals. The former will reduce the number of paradoxes also. It is impossible to achieve good results with the modern theory of administration and sociology of individuals or groups only without the intervention of the philosophical materialism.

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