

Philosophers' and Historians' Searching vs. the Development of HRM as One of Economic Disciplines

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Abstract – Purpose- Indicating the possibility of HRM development by implementing parts of philosophical and history of philosophy concerning the aspect of happiness (permanent satisfaction) and satisfaction works. An attempt to indicate the influence on the development of the capital embodied in a man, i.e. human capital, the prevalence of happiness and not just satisfaction.

The aim is also to show the possible capabilities of semantic fields' transfer.

Design/methodology/approach – Research was based on a method referred to as systematic review of philosophers' research concerning aspects of happiness and its classification. Systematic review is a literature review focused on a research question that tries to identify, appraise, select and synthesize all high quality research evidence relevant to that question. The systematic review was focused on the works of philosophers on the aspect of happiness (permanent satisfaction) and satisfaction. These works have been used as an original source of knowledge in the cognitive action. The applied method is the optimal secondary source of knowledge that allows, after critical evaluation of primary sources, to spot the occurrence of semantic fields' transfer. Therefore it is concluded that the chosen method allowed to most fully achieve the objective.

Findings – Recognition of a possibility of transfer of semantic fields, which were created as a result of foregoing HRM actions, to effects of previous philosophers' findings and implicating them in modern-day HRM.

Research limitations/implications – Implications, which help orient actions for increasing the level of effectiveness in a company by providing members of the association with not only a satisfaction as a form of reparation, but also with permanent pleasure (happiness).

Practical implications – Promoting interdisciplinary approach to HRM.

Keywords – Development, Happiness, Human Capital, HRM, Satisfaction.

I. INTRODUCTION

Attempts to use non-economic disciplines of empirical science [1] into the further development of human resources management and pursuit of organizing the basic conceptual categories in HRM are not a novelty. Exponents of such concepts, who represent marginal economic schools, continually attempt to implicate their discoveries although they still seem not to have achieved a high level of efficiency in informing that there is a need to incorporate the achievements of psychohistory, philosophy and the history of philosophy into economic science. According to them, it is not a sign of entering the area of philosophical eclecticism but it is a guarantee that economics again come on the trajectory of the development of the discipline and socio-economic growth. Attempts to solve the aforementioned problems as well as willingness to implement innovative promoting actions of

interdisciplinarity in HRM motivated the author to write the article. To achieve the intended objectives there is a need to develop all of their parts. The first one shows an outline of a relationship between historicity and human capital. The next one presents a relationship between satisfaction and human capital development. The last part are the conclusions which point out that there is a connection between occurrence of further development of HRM and implementation of specific parts of historical and philosophical works.

II. HISTORICITY VS. HUMAN CAPITAL

Capital embodied in a human being is a time-varying being. The scope of these changes is various and it is determined by an extensive range of both exogenous and endogenous factors. The first group of factors include i.a.: physical capital at disposal, services provided by relevant institutions and the stock of money required to start the physical capital and services. On the other hand, the inner factors determining the change of human capital are i.a. innate abilities and the time of a human interested in his development. The history, particularly psychohistory, perfectly realizes the ex-post description of the changes. It allows us to extract the elements of collections of the authentic and consistent behaviours that are observed at times only seemingly gone forever. The degree of currently existing elements identified in the past as sets of responses to impulses (Latin: stimulus, is an innate desire to achieve what is good for an individual) [2] and stimuli from the environment – derived from the set of values recognized yesterday and today - is diverse. Other important causes of variation should be mentioned as well. For instance, low level of mobility among the residents and poor quality of schooling. Another notable cause of unfavourable shaping of attitudes is the way of educating based on messianic assumptions of Polish Romanticism and historians gathered around the so-called Warsaw School which primarily shows the greatness and the pathos of the Poles [3]. This school is widespread in Poland socio-economic doctrine which is the European equivalent of the native kind of nationalism. A. Bochenski, for instance, in his essay titled "On Polish nation psyche" (1986, p.45-46), outlines that the schools of Interwar period did not arouse any enthusiasm among the youth in terms of economic affairs and at the same time developed literary schooling which was based on the influence of ancient Greek and Roman civilisations for which work was despised.

This is due to an individual manner of recovery of values adopted by every human (Implementation of these actions leads to the instantiation and increase of values). In practice, the most common system of realizing the values

is a mixed system. What it means is that some values are realized by people in a creative way whereas the others in an imitative, stereotypical manner. Moreover, there are elements of the system of values which are being updated. The fundamental requirement to fulfil before the updating process is to recognise the values and react appropriately to them. Thus, an important indication for the effective plans fulfilment in enterprises, including acquiring, organising and motivating human resources in a company, might be to identify the values being the source for the responding to the stimulus, to define the frequency of occurrence of particular behaviours typical for different generations, to indicate the main social groups which keep to identified values and to show the mechanisms of intergenerational value transmission. The concept consistent with American cultural anthropology (most commonly known as ‘psychoculturalism’ which is a study of how psychological and behavioural tendencies are rooted in and embodied in culture, or ‘ethnopsychology’ which analyses the interaction between humans and culture). The representatives of this orientation endeavoured to identify the characteristic personality standards for different types of cultures on the premise that there exists a correspondence between specific features of a given culture (known as ‘patterns of culture’) and the personalities of its members. Therefore, the mentioned scientific approach is defined as ‘*personality and culture approach*’

In practice, these ideas might contribute not only to popularisation of the issue of human resource managing but also becoming aware of the unity of science, especially the disciplines of anthropocentric sciences nature, which

would make it impossible to oversimplify the knowledge and perceive it as a consumer good. The threats, for contemporary science, were noticed earlier by Jean Francois Lyotard (October 8, 1983), 1206:1-2 following M.Voght, 2004, p. 409 and P. Sloterdijk who claimed that ‘The future should afford the wisdom of redefinition of the right relations between carefulness and unhampered extravagances. (...)’.

III. SATISFACTION VS. THE DEVELOPMENT OF HUMAN CAPITAL

Teams of employees, created of people who embodied yesterday and today’s assets “after they verbalize the aim and program which allow a person to take a specific action”[6], in other words by indicating motives of their activities, they move forward to achieve a permanent satisfaction or as it is often erroneously indicated to a satisfaction achievement [7]. The functioning in the organization cannot be equated with atonement or gratification or with fault cancelling or waiting for a sign or signs of pleasure [8]. The usage of colloquial language in the study of human resource management is a classic example of a trap, the trap L. Wittgentsein [9] warned about. When one focuses on the meaning of the contentment for the organization and its members, it is necessary to pay special attention to the previous achievements of the science, philosophy, in particular historical semantics [10], philosophy (*Table 1.*) and the history of philosophy [11].

Classification of Happiness

Author of classification	The meaning of classification according to philosophers	Source
Helvetius	<ol style="list-style-type: none"> 1. happy are those who are fortunate 2. happy with the most intensive joy 3. happy are those who possess the greatest goods or at least active balance of life 4. happy are those who are content with their lives 	Helvetius, De l’homme, Oeuvres complètes, t.III, Londres 1777,s.432, Polish translation Legowicz J., O człowieku jego zdolnościach umysłowych i wychowaniu {On an individual, his mental abilities, and upbringing}. 1976r
J. Hastings	<ol style="list-style-type: none"> 1. happiness=pleasure 2. happiness = fortune 3. happiness = an emotional state going together with the activity of ego 	Hastings J., Encyclopaedia of Religion and Ethics, 1908-1917
Tatarkiewicz W.	<ul style="list-style-type: none"> ▪ An objective view- a group of positive events as a favourable system of living conditions ▪ A subjective view -a kind of experience, an exceptionally deep and joyful experience, intense joy ▪ An original philosophic view - the possession of the greatest goods available for humans ▪ A modern, subjective view- permanent contentment with life as a whole 	Tatarkiewicz W., O szczęściu {On happiness}, PWN, Warszawa 1979r.,s.16 –17 i 20 - 22

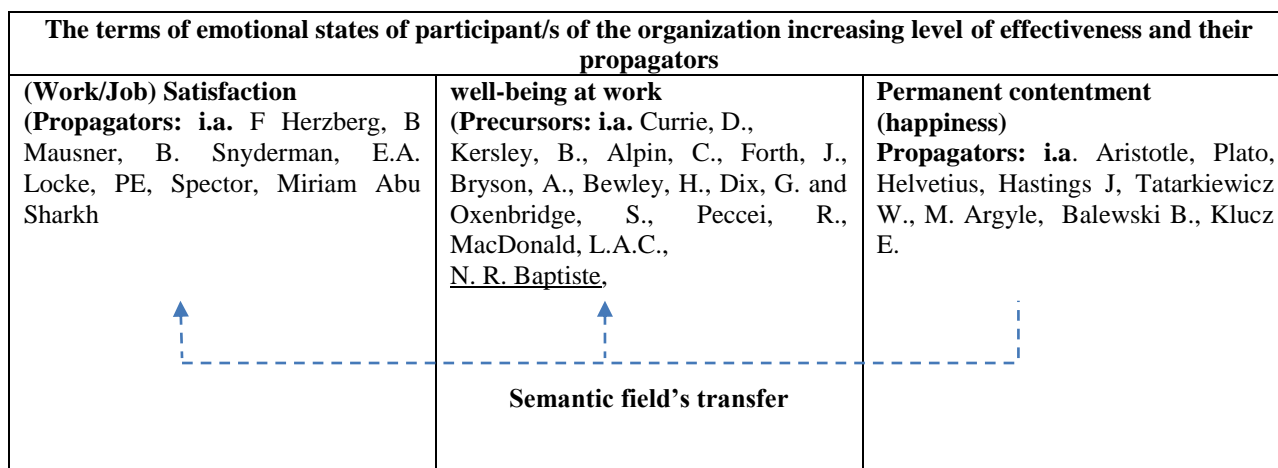
Source: self-study, classification of happiness recognition

Although they are not empirical science disciplines there are a lot of ideas connected with the issue of contentment and happiness in human life and activities in the literature

created by the philosophers. The concept of happiness (a phenomenon of permanent contentment) can be found in works of Aristotle and Confucius. What is more,

philosophers and historians classified the meanings behind the notion of “happiness” (permanent contentment). Considering the existing classifications of permanent contentment definitions, one can undertake effective and efficient actions leading to a discovery of the determinants of the existence of permanent contentment. In the works of philosophers, who cherished wisdom, rarely might one find utterances which connect happiness only with the secretion of appropriate hormones by the body [12] or the

ones which indicate that permanent contentment is a feature of human beings who have planning skills and the ability to overcome fear [13]. Contrary, as noticeable determinants of permanent contentment among which are [14]: the external goods, positive feelings, work, the objects of selfless interest and the promise of well-being [15] specific for each of the autonomous economic players and the development of not only players but also the enterprise they are the part of.



Source: own study based on [16], [17], [18],[19], [20], [21], [22], [23], [24], [25],[26],[27]

Fig.1. Semantic field's transfer

It seems reasonable to emphasize that including even parts of the achievements of philosophy and history of philosophy to HRM, which is a new, higher level of the discipline, will additionally create a barrier against so-called information flood and knowledge limitation [28] which are dangerous traps for HRM discipline.

IV. CONCLUSION

Leaving the science of human historicity and the products of its culture and philosophy of science outside the main interests of economic sciences representatives impoverish the latter and results in involving it in politics and politicians' activities. Unfortunately, the history and philosophy involvement into a government action, which is the element of market-based exchange process, which through its permanent inefficiency and contemporaneous tendencies to monopolize the socio-economic space-time is a factor of the greatest threat to households and businesses; it is also acting to the detriment of economic sciences. In contrast, the usage of the philosophy and history achievements, including the psychohistory, can weaken a country position in closed commodity-money circulation. Additionally, it should be emphasized that the usage of semantic and procedural knowledge discovered by philosophers and historians in economic science is a contribution to the advancement of knowledge and science including Human Resources Management studies as one of the economic disciplines. It is led to this by i.a: transfer of semantic fields' concepts (Figure 1) known for their rich philosophical works to conceptual categories used in HRM and their prospective exchange. The transfer of

concepts constitutes, according to the author, the basis of creating a vast interdisciplinary ground of scientific background for the contemporary HRM. Backgrounds, which abide in a direct and permanent connection with contemporary times, will allow HRM to take advantage of the extensive and so far prevailing wisdom, of those who cherished wisdom many centuries ago.

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