

LEGALITIES OF PROGRESS AND THE CRISIS IN SOCIAL ORDER

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***Abstract:** The development of scientific knowledge is constantly progress. Using scientific knowledge man increases his power of action. The aim of science is to explore something, learn, establish and put the community for further use. Successful use of scientific knowledge for practical purposes it is possible to determine the progress of a community. The inability and unwillingness to use knowledge lead to crisis.*

***Keywords:** crisis, progress, social order, management, organizational systems, policies*

Man is the most complex product of economic order that belongs to. Everything that was created over a long period of development of the social order is the result of individuals or groups; the man has created to increase the power of the nature of their activity. To master nature man takes out of it what he needs for a higher standard of living and returns unnecessary good back to nature. The history of human society is the history of progress and crisis are only transient events in a long journey of progress as the only proper goal in developing the social order.

Objective scientific studies clearly show and prove that at all stages of the genesis of the present social order is the legality of the formation and development of crisis and progress in all spheres and structures of human society. In everyday communication and discussions on the development of social order, different views about the laws of progress and the crisis in the overall social development meet each other. This diversity of views is primarily determined by the class structure of society and the ideologies and policies constituted classes in the social order.¹

It turns out that the ruling class or the ruling political party in modern societies the causes and sources of progressive tendencies attributed to its actions, and causes of crises manifested attributed to competing political parties or opposition to the sub-class implementation of the established policy of social development. Be sure that the class antagonisms directly affect the appearance of quality different views about the laws of progress and the crisis in social development. Yet the objective discussion of the genesis of social movements and the establishment of certain conditions in the social order the crucial is removal of ideologization and politicization components in the consideration and evaluation of the appearance and development of specific modalities of progress and the crisis in the social development.

¹ Marković A., Vučenović V., Izvorišta majstorstva menadžera, EPS, Beograd, 2002

1. CONTINUITY OF PROGRESS IN SOCIAL DEVELOPMENT

All recent scientific studies indicate progress in social development. The spread of domination of the human species in the natural order is a continuous process. The dominance of the human species in the natural order is realized based on new findings based on a growing mastery of processes within the natural order. Increasing the power of people acting provides a steady progress growth. Creating whole structures, a man increases his power, which aims to exercise its ever-growing desires and needs.

The continuity of the progressive development of tools and weapons inevitably causes major qualitative changes in the philosophy of conscious organizing all kinds of unnatural structure of the whole, including in all types and models of organizational systems. At each new stage of development, the company says is a growing and increasingly complex equipment of all people with diverse tools and weapons to carry out their assigned functions, which must be done to achieve the desired goal. Increased equipment work itself points out the increased power of the conscious actions of individuals and organized system. Nevertheless, this increased equipment also requires any complex organization, and the increasing restriction of human behavior and organizational systems in achieving the programmed targets.

Increased utilization of human resources is a continuing need for the creation of larger human resources as biological beings. People are included in the artificial organizational structure in an unnatural manner; by limiting the freedom of behavior. Limiting freedom of behavior increases the power to act human. People have to recruit because they are not in a simple way to engage their creative energy and kinetic energy. Predispose a man to take and put at their disposal his creative energy is a great skill and ability of management in all organizational structures. Creative energy is the exclusive property of the individual and the need to create the necessary conditions to put this on your creative energy available to the whole. Its creative energy human can made available, or keep for him or her if there are no conditions or environment to harness it. Therefore, the management system, companies, and other organizational structures, must increasingly used method of acquiring people not forcing them.

Conscious organization is primarily focused on the establishment of such organizational and other systems whose means is to increase the power of conscious action and spreading domination by organized groups of people in the middle where they belong, as building blocks. Any increasing of both the conscious action means certain mode of progress in social development.²

Progress in social development becomes the basis for acquiring new knowledge, i.e. effectively discovering, exploring and mastering the unknown components in the natural and social order. In addition, the unknown component is usually presented as secrets whose disclosure would create conditions for mastering these unknown components in the natural and social order.

Knowledge is the most advanced tools built by people with their knowledge, skills and abilities and people is indispensable element of any organization system. Increasing the power of people is achieved by using all the varied types of tools. People in organizational systems were long in subordinate positions. Bringing people in dominant position creates the conditions for the continuity of progress. Adding tools to people and not people to machines, brings a new philosophy in the manufacturing process. This new philosophy fundamentally changes the production process and increases its economic efficiency and effectiveness.

² Ibid

The real presence of conflicts of interest of people and organizational systems in the modern social order necessarily indicate that those conflicts of interest limit and destroy the progress in social development. Using people with more efficient tools and weapons to expand the domination of one social structure to the detriment of the interests of other social structures leads to a crisis in social development. That is why each type and mode of operation has to be respected as the cause of the appearance and development crises in the social order.

2. BASIS OF ECONOMIC CRISIS IN SOCIAL ORDER

People as biological and social beings have a strong desire for appropriation - the accumulation of material goods. Appropriating material goods people feel that way can afford to provide a better standard of living, better living conditions, health and other protection and thereby postpone the end of life.

The culmination of the conflict of interest is expressed by people in the onset of the crisis of development in their mutual relations in general and in social development. A general feature is that crisis in social development occurs at certain times and their reps are displayed and interpreted as cycles of crisis.

It is generally recognized rule that people in the same way interpret and explain phenomena, structures and processes by which they are surrounded. It is natural that studying subjects are differently perceived, represent and explain, suggests that the explanation of the process introduces a subjective approach. Accordingly, and in professional and scientific debates facing the different presenting causes of the crisis of development in social development.

More complete and more comprehensive analysis and interpretation of the emergence and development of the crisis in social development is always running in the economic sphere. Any disruption in the economic relationship is reflected in the other dimensions of conscious organization and management of business and other organizational systems. Modern economic theory and practice indicates that the final dimensions of each business and other organizational system is the economic dimension, as all business and other organizational systems constitute the economic foundation.

It is common knowledge that every society - state community builds its policies and ideology of economic development in order to fully meet its economic interests in market relations, that is, in the competitive struggle with other community - state communities. It establishes the conflicts of social interests, which are often transformed into military conflicts.

Objective observation of the war suggests that these conflicts at all stages of social development are essentially economic character. The conquest of foreign territories is always directed to their exploitation. It shows that the military organization its reason for existence and operation have in provision of the economic interests of the communities to which they belong as building blocks. Analogously, every business system builds its organizational units aimed at conquering new areas and protection of already won areas.

We have emphasized that people as biological and social beings seek enrichment and accumulation of material goods that have a rule at the expense of others or other business and organizational systems. The owners of the means of production want to introduce non-owners in the manufacturing process, achieve such a transformation process in which they provide the bulk of the distribution of newly created value. Non-owners are at a disadvantage and they consciously accept unfair conditions in order to secure a livelihood. For non-owner this position in the production process certainly caused

dissatisfaction. Moreover, it is the major source of opposition to the emergence, development and crisis in social development.

In modern social development is characteristic that the owners of capital seek to gain greater influence in political parties, both in those who are in power in government and in those communities that are in opposition to the ruling political parties. Turn on owner's equity in the political governance is becoming a new mode of social stratification and causing new conflicts of interest within the social structure of the state community.

Human resources as a science practice and skills, provide the proper tool to professional managers how to successfully keep and maintain the business and other organizational systems to a higher level of functional status. The function of leadership i.e. management is used in everyday operation of business systems using two levers: the application of sanctions and rewards. Today, professional management is increasingly turned to recruiting people for the achievement of business systems. People can recruit an appropriate set of tangible and intangible stimulants. Often we want to emphasize the advantage of the material rewards of intangible rewards. True measure of the two stimuli provides the best motivation for employees to achieve individual and collective goals.³

3. THE BUREAUCRATIZATION OF ORGANIZATIONAL SETTINGS

In contemporary social conditions, prevalent in some social - state communities connecting of political and economic governance, which usually leads to bureaucratization of organizational settings, business and other organizational systems. Holders in bureaucratic organizations themselves provide a very high standard of living, while subjugate structure, i.e. non-owners living standards stagnate or decline. It points out to the inevitability of further stratification of society and the development of new conflict of interest. The ruling bureaucratic directing its activity towards the invention of new modes of bureaucratization settings, and finding drastic suppression of any form of opposition to the established bureaucratic rule.⁴

Processes of bureaucratization are equally spread in both the political and in business and other organizational systems. Any new development phase of bureaucratization marks the inclusion of an increasing number of people in the bureaucratic structure and increasing conflict of interest in the community.

Research suggests that opposition to the bureaucratic rule is very complex and risky. Usurpation of power is based on the proliferation of bureaucratic poltroons. All this indicates that any form of bureaucratization marks the stagnation in social development, which in itself leads to more expressed crises in the social order.

The bureaucratization of the organizational system leads to their detention, and therefore inevitably leads to an increase in entropy of the system. The level of organization and functionality of these systems is reduced. In all organizational systems, particularly in bureaucratic systems there is a strong tendency for the creation of informal organizations. People join the informal organization because that way they want to increase the ability to realize its interests. Creation of informal organization weakens the formal operation of the existing organizational structure.

In practice, it is shown that decentralized forms of organization are the most successful in opposing the rule. Decentralized systems, by definition, are built on the principles of open

³ Markovic L., *Selekcija i izbor menadžera*, magistarski rad, Megatrend, Beograd, 2009

⁴ Vučenović V., Marković A., *Izvorišta holističke teorije organizacije*, FORKUP, Novi Sad, 2011

systems that perform better exchange of matter, energy and information with the environment in decentralized systems the authority and responsibility for results are transferred to lower levels of organization. Participation of more people in making decisions and taking responsibility for achieving business results and other organizational system prevents the development of the rule of the bureaucratic structure. As much the system is open, it acquires a greater ability to resolve conflicts of interest, and thus the elimination of the origin and development of crises.

4. CAUSES OF THE CRISIS OF MANAGING BUSINESS AND OTHER ORGANIZATIONAL SYSTEMS

The main and decisive causes of crises in social development are linked and are in the management or conduct of business management and other organizational systems. The systematically holistic approach teaches us that all business and other organizational systems are not just a collection of elements in the structure, but they realize interconnections and relationships within the system and also establish connections and relationships with elements of the environment. The functioning of these systems cannot be explained with classical approaches that use Cartesian mechanistic approach for understanding and explaining. Business and other organizational systems in which inevitably occurs in the structure of functioning of a man looking for a new and modern scientific apparatus, approach for explaining the phenomena, and processes that occur in their operation.⁵For the maintenance and development of progress in social development, impact to business organization and other organizational systems management is critical.

In the economic order cannot take place processes without at the same with friction. Friction is by definition a waste of energy. Learning process without friction cannot be eliminated but it can therefore be kept to a minimum and appropriate measure necessary so process can take place.

In the management of business and other organizational systems there is friction in relations between people in relationships between organizational units, in business and other functions, the friction in the flow of technology, friction with the environment and so on. For this reason, the people running these systems - professional managers need to possess certain skills, knowledge, and skills that enable them to reduce this friction to the minimum. Abilities are achieving by developing skills and gaining constant practice and repetition of the process, knowledge is acquired by continuous learning. Business and other organizational systems are complex because of continuous involvement in the increasingly complex technology of this process and searching for new people who can master and lead these processes. Professional managers are therefore doomed to constantly monitor these changes and to respond to the challenges of ever-increasing complexity of conducting business and other organizational systems.

The goal of all business and other organizational systems should be the development, training and provision of professional managers to run these processes. Human resource management in their area of work has a job analysis, planning and recruitment of human resources, recruitment and selection, socialization and adaptation of employees, training and education of employees, evaluating performance and rewarding, health care and career development of employees. The most important functions of human resource management

⁵ Marković A., Vučenović V., Izvorišta majstorstva menadžera, EPS, Beograd, 2002

in modern business and other organizational systems are candidate screening and selection, training, remuneration and employee motivation.

It is still not enough attention paid to recruiting, training, remuneration and motivation of management in business and other organizational systems. The selection and election managers must use modern methods of management of human resources through the application process of the best candidates for suitable jobs and ensuring they could express themselves in an equal match of the processes through group discussions, presentations of their knowledge, skills and abilities and provide answers prepared in advance questions of the center for evaluation, as shown in this book. So chosen professional management will be focused on providing efficient and effective achievement of goals of working together, which is the ultimate expression of contemporary social conditions manifested in business profitability.

5. MANAGEMENT DEVELOPMENT AND PROGRESS

In all of human history have been alternating with periods of crisis and progress. The crisis in social development can be interpreted as a normal condition in a given period includes social system. State of crisis serves as a good indicator of what in the upcoming social development should be changed. To be motions in natural order, which belongs to the man, there must be differences. Every artificial creations that man has made with his contemplative work function on the principles and processes within the natural order.

To bring a system out of the crisis, it is necessary to determine why the system came to a crisis. More precisely, it is necessary to diagnose the situation in an objective and comprehensive way, without ideologization and politicization of determining the cause of the condition. Only a system in which the objective is the scientific diagnosed with the facts is most likely to interpret this state into a new - more advanced and progressive condition. Translation system from one state to the new desired state can only be done with the help of appropriate technology. The application of this technology can be applied only to the appropriate group of people - professional managers who are trained skills, abilities and skills to implement a new translation system in the desired state.

Scientific studies have pointed to the fact that people potential is under-utilized in business and other organizational systems. The man has kinetic and creative energy. Appropriate procedures may result in conditions that engage its kinetic energy at its disposal. The hardest thing is to bring man into such a state that he is ready to make its creative energy available. Only by developing and implementing a democratic style at the expense of autocratic style of management, can bring people in business and other organizational systems to make available to their creative potential and thus achieve synergy effects in the transformation processes that are being carried out. It is a known fact that as something is more synergic, it is more holistic.

Ideas are the most valuable products of conscious human activity and, therefore, points out that only new idea could provoke progress in the overall social development. The most general view of the development of tools and weapons clearly show that they incurred due to new ideas that people have developed in our thought process. Scientific and technical progresses are directly dependent on the established interpersonal relationships, or in modern terms directly depend on the success of the activities of professional management. But the success of professional management is in turn conditioned by the development of science, technology, technology, and etc.

With the disclosure information as a third component of any organized structure, we found out what it is the quality of parts that cannot be inferred from the quality of the parts that make up a whole. We found out the quality of information the component that determines the success of organizing and managing organized and organizational systems. The choice of modern organizational theory that information is a measure of an organization, lead to situation where modern management provides information as their primary and crucial component. This finding changes the concept of conscious revolutionary organization and management working together and becomes the starting point for further development of professional management and overall organization of the conscious.

6. RESUME

A man with his conscious activity takes from nature required goods for the preservation of species and raising standards and returning to nature what it is unnecessary, or those elements that current science and technology did not provide answers how can be used. The man cannot hold taking goods and material devastation nature indefinitely without compromising its mission and staying on the Earth. Therefore, Kapra,⁶ in his great work "Time Reversal" noted thirty years ago the emergence of a fourth dimension to the economy and ecology. This means that apart from matter, energy and information, the ecology will be a component of the economy that might indicate a change in the target function of production - the business system in the future and this is the role of profits. This change in understanding of the importance of profits will certainly affect the re-definition of the view of the crisis and progress in social development. Surely, this will affect access to and understanding of the role and importance of human resources and human resources and the progress and development crisis in the social order.

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⁶ Fritof K., Vreme preokreta, Globus, Zagreb, 1986