

Management as an Art or Science: A Study

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Abstract

Controversies about management, whether art or science, are very old. Management is an art, as are other practices such as medicine, composition, and even accounting. However, managers can work better with organized knowledge of management. This knowledge is referred to as a science. Management as a practice is an art. Organized knowledge underlying practice can be called science. There is much controversy about the nature of management, whether art or science. Management professionals have offered different perspectives on management. This paper will help you understand whether management is an art or a science.

Keywords : Management, art, science

Introduction

Management can be defined as the process of completing the work or tasks necessary to achieve organizational goals in an efficient and effective manner. Process means the functions of management: planning, organizing, staffing, directing, and controlling. Efficient, on the other hand, means completing the given tasks and work, and effective means getting the job done successfully at the least possible cost. Management can therefore be defined as the process of planning, organizing, staffing, directing, and controlling to successfully achieve organizational goals with minimal costs and resources.

Management as an Art

Art is defined as the use of skill to achieve desired results. Skill refers to the ability to do a particular job. Art has the following characteristics:

1. **Practical Knowledge:** Knowledge refers to possession of facts and skills in a particular field. Knowledge can be acquired through study and/or hands-on experience. Art in general focuses on acquiring knowledge through hands-on experience. In management, knowledge is acquired through both study and experience. Management is therefore an art.
2. **Application of personalized knowledge:** In art there is the application of personalized knowledge to achieve desired results. This is possible because the same result can be achieved in different ways. This also happens in management. Every manager has their own way of getting results. Management is therefore an art.
3. **Improvement through continuous practice:** In the arts, improvement comes through continuous practice. This practice eliminates activities that are not related to achieving the desired outcome and enhances those that are. In this way, those who engage in art tend to

approach perfection. This is exactly what managers do.

4. **Contextual application:** Art has contextual application. This means that art that is valued in one context may not be valued in another. This also applies to management. Therefore, a particular management technique that was very effective in one organization may not be effective in another due to changing circumstances.
5. **Emphasis on Creativity:** Art emphasizes creativity, through which new things and ways of working are created. This also happens in management. Managers create new products, new ways of working, new funding opportunities, new marketing channels, and more.

Management As A Science

Science is an organized body of knowledge generated through logical coherence, critical evaluation, and experimental research. Science, therefore, has the following characteristics:

1. **Systematized Knowledge:** Science is systematized knowledge. Its principles are based on causality. That is, it can clearly explain which factor caused a particular factor. For example, if you throw a ball upwards, the ball will rise and eventually fall to the ground due to gravity. There is no such causality in management. Causality is defined in a flexible way rather than in a specific way. Management is therefore not a real science.
2. **Principles based on experiments:** In science, principles are developed based on experiments performed in the laboratory. Such principles are repeatedly checked for final approval. In management this does not happen in all cases. Leadership principles are often based on personal observations and experiences. Experiments are conducted under controlled conditions, but the results are not tested like

- science. From this point of view, management is not a true science.
3. Verifiable Principles: Scientific principles can be verified by anyone. Such reviews return the same results over and over again. Management principles are often unverifiable. Indeed, it is often difficult to assess the basis on which management principles were developed. Management is therefore not a true science.
 4. Universal Applicability: Scientific principles have universal applicability. That is, they remain true regardless of the conditions that apply. Leadership principles, on the other hand, are situational. This means that management principles that work well in one country may not work well in another. This is due to the different situations in the two countries. Moreover, management principles that work effectively in one organization may not work in another organization in the same country. Management is therefore not a “true science”.

Conclusion

Ultimately, from the above discussion, one cannot deny the view that management is either an art or a science. Management shows the attributes of science and art. It involves science-like principles that give roughly the same results when tested in specific situations. Just as art requires practical implementation, management also requires real-time application of its principles and theories. Therefore, we can conclude that management is both an art and a science. Management is considered an art and a science, even though not a true science but a social science. The art of management begins where the science of management leads to perfect management. As well as other practices such as engineering, accounting, law, and medicine, management is an art. The artistic application of management know-how is obvious. Therefore, knowledge of management principles and skills in how to use that knowledge are required to become a successful administrator. Lack of both results in inefficiency.

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