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Título
The Unity Thesis in Managerial Decision-Making

Autor
Prof. Domèneç Melé, IESE Business School

Resumen
Since management is about human beings (Drucker, 1990), ethics is inherent to managerial practice. However, in the last few decades, many business schools have suffered a progressive economization of management with a blatant reductionism of the human beings, substituting them for economic models of man and jeopardizing ethics (Ghosal, 2005); “economics –wrote Pfeffer– is indeed taking over management and organizational science, just as it has taken over political science” (2005, p. 96).
Freeman (2008) has related this phenomenon to the acceptance of the ‘Separation Thesis’ (ST), which maintains that there are business decisions, with no ethics content, and ethical decisions with no business content. In accordance with the ST, business decisions only concern empirical facts, which are ethically neutral (‘values free’, as some say). Ethical decisions are seen as normative statements added to empirical-descriptive facts.
Freeman, who is deeply critical of the ST, proposed instead the Integration Thesis (IT), which, in essence, holds that “it really doesn’t make sense to talk
about business without talking about ethics and that it doesn't make much sense to talk about ethics without talking about business." (Freeman, 2008, p. 163)

However, in the theory a plurality of ethical theories can be applied. This means 'integrating' ethical theories with managerial theories. Here we argue that ethics in inherent to every human action and it is problematic try to integrate a rationalistic ethics theory which does not take into consideration how the human action produces technical learning and moral habits. Thus, following Aristotle and Aquinas, we proposed the Unity Thesis, which understand the human action as a unity, including the intention of a goal and the deliberate election of an action as a means for that end.

References
Freeman, R.E.: 2008, 'Ending the so-called 'Friedman-Freeman' debate. Included in Agle et al. 'Dialogue toward superior stakeholder theory' (pp. 153-190), *Business Ethics Quarterly* 18(2), 262-266.
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