

## IS MANAGEMENT POSSIBLE WITHOUT SELF-GOVERNANCE EXPERIENCE?

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**Relevance of the research.** In present conditions management in its wide meaning becomes one of the more and more demanded skills in many areas of human and social activity. Governance of companies and business, managing of projects and events as well as administration of staff and social groups are the obligatory conditions of successful state and society development. Naturally concept “management” is interpreted and used differently depending on aims and reasons but in contemporary world it’s ineffectively to consider management only as a process of out influence directed at definite objects. It’s significantly important to understand management as the usage of individual field of one’s experience for general governance purposes. That’s why studying of management must be initiated with investigation of one’s experience as an open field of possibilities including conduct, governing (self-governance and governmentality) and care as the essential aspects of freedom and personal self-realisation (as they were examined by Michel Foucault). Only taking into account all these requirements research of management seems to be relevant and forward-looking indeed.

**Purpose of the research.** Research is aimed at substantiation of the one’s self-governance experience as successful management obligatory condition independently of areas and aims of the managerial process.

**Research results.** Inasmuch as we consider management to be administrative, governance process there are subject and object of this activity which are the basic elements. Then subject and object presuppose each other and represent the united system of management process. Obviously both subject and object interact with external surrounding, meanwhile subject of management affects the management object and in common they affect external surrounding. As the external surrounding is changing subject and object of management need definite subordination to it, and this is the reason why in the “subject–object” relations the self (human one) ought to be considered always as a subject of activity even if he/she is the object in there. To realise management strategy successfully each human one in the process must function consciously and responsively, and it is impossible without free conscious choice, full-value experience, responsible self-governance and conduct. Even as a management object the self is not only the area for management subject’s skills application. The one (self) is not passive but necessarily active constituent of management process. At the time Michel Foucault emphasised that conduct, governing and care as the inherent essential sides of human one “presuppose the aspect of freedom rather than straightforward domination. Implicit in all these concepts, in addition to the notion of guiding someone’s behaviour and being guided, is the idea of allowing oneself to be guided and doing the guiding oneself. All these concepts imply the ethical aspect of guiding one’s own behaviour, and thus presuppose subjects who are free. Inherent in their freedom, however, is the need for continuous work on processing their relationships with themselves and with others... Conducting is described in a rather similar way as leading others and the self in the “open field of possibilities” (Tirkkonen, 2019). Obviously governance (management) process can’t be mere domination of management subject over management object as far as only their free, conscious, responsible cooperation may lead to expected results. By Foucault field of experience which is constantly changing presupposes ““forms of veridiction”, “procedures of governmentality” and “pragmatics of the self”. In other words, he specifies each element of the knowledge-government-self matrix depending on the context” (Tirkkonen, 2019). In management process “procedures of governmentality” seem to be the most demanded because in the mentioned matrix it takes the intermediary place inasmuch as the personal position “the self” is the key one. Governmentality could be defined as the art of governance, as the way of governance (including certain steps in activity and conduct), as specific managerial rationality, as the technics and strategies of making society the managed, controlled system, and even the best way of managing yet. So in the “subject–object” relations governmentality certainly directed at the object but simultaneously human one immersed in the process is always the source of governmentality oneself (Городиська, 2020). Thus the matter is not basically about management but about self-governance as a result of experience in “subject–object” relations.

**Conclusions.** Obviously management can’t be presented as the abstract process with certain effective formulas and principles. The question is how subjects and objects (both and together) constitute themselves in the “subject–object” relations in management process as well as how they make themselves act in a specific manner and modify themselves using various techniques, how they experience themselves. The self in this context is a concept for the relation human one has with oneself, and this is the only condition of self-governance and management yet.

**Key words:** management, human, self-governance, governmentality, experience, the self.

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