

TRUTH, CORRESPONDENCE, AND PRAGMATISM THEORIES IN MANAGEMENT

Amalia Afsari¹, Dewita², Elsa Manora Nasution³,
Miss Diana Laewang⁴, Siti Mujiatun⁵

¹²³⁴⁵Universitas Muhammadiyah Sumatera Utara

amaliaafsari36@gmail.com¹, dewitawita02@gmail.com², elsaeneste24@gmail.com³,
laewang.02@gmail.com⁴, sitimujiatun@umsu.ac.id⁵

Abstract

Philosophy of science as a basis for understanding theories of truth related to management. This research covers four main theories of truth: correspondence, coherence, pragmatism, and religion. Correspondence theory prioritizes congruence between statements and objective facts, while coherence theory judges truth based on the interrelationships between statements. Pragmatism establishes truth based on its practical value, while religious theory regards truth as an absolute value that comes from God. This study uses the literature review method, analyzing relevant sources to investigate the concept of truth in philosophy of science and its relation to management science. The research findings show that these theories of truth provide important insights into the decision-making process and managerial practice. Through a pragmatic approach, management becomes more elastic, outcome-focused, and responsive to changes in the environment. The paper concludes that truth theories provide a strong conceptual basis for developing efficient, relevant, and sustainable management principles. Suggestions are provided to expand the study of the relevance of truth theories in the context of contemporary management and their implementation in organizations.

Keywords: Truth Criteria, Pragmatism, Management

 This work is licensed under a [Creative Commons Attribution-ShareAlike 4.0 International License](https://creativecommons.org/licenses/by-sa/4.0/).

1. INTRODUCTION

Throughout history, humans have always been preoccupied with fundamental questions about themselves. Various speculative answers have been proposed by thinkers throughout history and sometimes the answers proposed are contradictory to one another. A fundamental debate that has often been the subject of discussion in the history of human life is the debate around the source and origin of knowledge and truth. Philosophy and science as two forces that color the world have offered different epistemological constructs in answering the problems faced by humans in their lives. Humans living in this world essentially have the desire to seek knowledge and truth

Knowledge is the result of the process of human effort to know. Knowledge is in the narrow sense a correct and definite decision. Pragmatists, especially John Dewey, do not distinguish between knowledge and truth (between knowledge and truth). This is what later became an

interesting study of epistemology. management becomes the basis for managerial governance to achieve organizational performance. All perspectives used in the development of management science have values, beliefs, and attitudes that are considered capable of making the best contribution to management practices in organizations. Daily human life cannot be separated from organizational life.

Every human being belongs to various organizations, such as religious organizations, sports, business, and other community activities. Through organizations, humans can mingle and interact, as well as collaborate with others. Organizations are formed when two or more people commit to working together through a certain structure in achieving a set of mutually agreed upon goals. The purpose or set of goals will then become a fundamental element in determining the main activities and other operational activities.

Examining the criteria for management truth from the point of view of the philosophy of science, here is an explanation of what philosophy of science is. Philosophy is a science that always seeks truth. Philosophy is also called the mother of knowledge. Many sciences are born from philosophy. Immanuel Kant defines philosophy as knowledge that becomes the foundation of all knowledge in it. On the other hand, philosophy discusses everything that exists even that might exist both abstract and real including God, humans, and the universe. Therefore, to fully understand all issues related to philosophy is very difficult without a concept map, and maybe we can only master a small part of the vast scope of philosophy (Widya, 2013) in (Arif Fakhruddin dan Yuliadi, 2024)

Then, knowledge is the subject's (human) perception of objects (real and supernatural) or facts. Science itself is a collection of knowledge that is well organized with systems and methods to achieve goals that can be applied universally and can be tested or verified in truth, matters relating to problem solving, then philosophical knowledge studies the nature or nature of certain knowledge rationally (Basri, 2013) in (Arif Fakhruddin dan Yuliadi, 2024).

With the above arguments, the author considers it necessary to examine the problem of how the philosophy of science as the basis and direction of the development of the theory of truth in management.

2. METHODOLOGY

The method in this research paper uses a literature study, which means all efforts made by researchers to collect information that is relevant to the topic or information to be studied. According to (Zed, 2003) literature or literature study can be defined as a series of activities related to library data collection methods, reading and recording and processing research materials. The sources of literature usually available in college libraries are :

- a. Encyclopedia
- b. Theses, Thesis and Dissertations and Research Reports
- c. Journal
- d. Biographies and
- e. Index
- f. Textbooks and references and Directories and handbooks

The discussion of library research studies in the context of the theory of truth in the study of philosophy of science associated with management involves examining various relevant literature sources to understand the characteristics, principles, and practices of the truth criteria. Library Research Methodology, namely:

- a. Secondary data collection: Reviewing books, scientific journals, organizational documents, and related articles.
- b. Content analysis: Examining recurring themes related to truth theory and truth criteria.
- c. Historical approach: Studying the development of the concept and practice of truth criteria in management.

3. RESULT (11pt)

1. Theory Of Truth

Correspondence Theory: States that truth is the correspondence between statements and facts that are objective. In the context of management, this theory leads to a decision-making process by relying on data and facts that have been proven

Coherence Theory: Emphasizes that truth is based on the harmony between statements. This theory is important in management to ensure coherence in strategy, policy, and implementation. A statement is called true if it corresponds to a comprehensive network of logically related statements

Pragmatism Theory: States the truth based on its practical use. In the field of management, truth is defined as choices or steps that provide solutions that are effective, efficient, and focused on tangible results.

Religious Theory: Views truth as an absolute value derived from God, which is absolute and relevant to guide ethical decision-making in management.

2. Relevance of the Theory of Truth in Management

Decision-Making Context: A pragmatic approach allows managers to make decisions that are adaptable and have a degree of flexibility, according to the situation at hand, without relying too much on rigid theories or procedures.

Principles of Flexibility and Adaptability: In complex situations, the pragmatic approach provides guidance for managers to actively change strategies according to the needs of the organization.

Integration of Religious Values: Religious principles can provide a moral and ethical foundation for management, so that decisions are not only effective but also socially responsible.

4. DISCUSSION (11pt)

The discussion in this paper emphasizes the connection between theories of truth in philosophy of science and management applications, focusing on the relevance of each theory in the context of decision-making, organizational effectiveness, and ethical values. The following are the key points that will be discussed

A. Theory Of Truth

1. Correspondence Theory

Correspondence theory, or correspondence theory of truth, is recognized by proponents of realism, including figures such as Plato, Aristotle, Moore, and Ramsey. This theory holds that the truth of a proposition is determined by its correspondence to facts or realities that exist in the world. The basic tenet of this theory states that truth is fidelity to objective reality. According to Bertrand Russel (one of the pioneers of this theory) argues that a statement is true if the knowledge material contained corresponds to its object. Thus, it can be understood that correspondence theory recognizes two things, namely statements and reality, namely the existence of correspondence between statements and reality. For example, Medan is the capital of North Sumatra Province. This is a statement, and if in reality it is true that "Medan is the capital of North Sumatra Province", then the statement is true.

There are two main perspectives on reality:

Epistemological Realism: Assumes that reality is objective and self-contained, independent of human thought.

Epistemological Idealism: Emphasizes that truth comes from ideas, which reflect subjective experience.

This theory is particularly important in the field of science, where truth must be proven through observation and research. For example, the statement "plants breathe" can be validated through biological research on stomata, lenticels, and roots as respiratory organs.

The characteristics of the correspondence theory are: based on objective facts, depends on sensory experience, and the truth is determined by the correspondence between statements and facts.

2. Consistency Theory

This consistency theory is often referred to as Coherence of Truth, which states that truth is determined by the relationship between a new statement and other statements that we already know and have been tested for truth before. Aristotle provided a standard of truth using the coherent criterion, which simply means that a statement is true if it is consistent with statements previously believed to be true. For example, if we affirm that every living thing must die, then the statement that humans are living things and humans must die is also considered true, because the second statement is consistent with the first statement. Thus, a proposition is considered likely to be true if it has coherence with other propositions, or if the meaning contained in the proposition resonates with our experience. This coherence or consistency theory of truth is based on the criterion of coherence or consistency. A statement is true if it fits into a web of logically connected statements. In the view of this theory, truth is not formed through the relationship between decisions and other things, such as facts or reality, but through the relationship between the statements themselves (Bakhtiar, 2012)

From this theory, we can understand that if we accept a new belief as true, it is solely based on the interconnection between beliefs

3. Pragmatism Theory

Pragmatism is a school of philosophy that emerged in America in the 19th century and characterizes the country's thinking. Important figures in this school are Charles Sanders Peirce, William James, and John Dewey. This school is influential in various sectors such as social, political, economic, education, science, technology, and religion both domestically and abroad.

Pragmatism emphasizes the use of ideas in practical and realistic ways to achieve specific goals. Pragmatic attitudes include open-mindedness, adaptability, and avoiding fanaticism towards certain teachings. The usefulness of an idea is measured by its ability to solve problems or have a positive impact on daily life.

John Dewey emphasized that ideas and practical experience are the foundation for knowledge and truth. Pragmatism also raises philosophical questions about its

place in science and philosophy, such as whether pragmatism means ignoring principles or simply trying to find wise ways to cope with situations.

According to Charles Sanders Pierce in pragmatism there are several components of belief, namely :

a. Proposition (proposition)

Every belief is a proposition (every belief is belief in a proposition). And every proposition consists of two components one subject or more than one subject and predicate. Each proposition has a predicate that expresses what is believed and a subject that expresses what is believed (of what it is believed).

b. Assertion

To assert a proposition is to commit oneself to it: to affirm, to assume, or to wager that it is true. It is equivalent to making someone responsible for its truth.

c. Habit of mind

The sign of habit is the result of one's behavior where people will choose certain behaviors that are commonly done by the community (act in certain ways). Therefore, the essence of belief is the establishment of a habit.

d. Doubt

Doubt is the opposite of belief, which is a questioning mental attitude related to a proposition. Peirce divides doubt into two, namely the real one and the fake one. When he talks about doubt, he means genuine doubt, which is the opposite of belief (Lubis, 2019)

B. Relevance Of Truth and Manajemen Theory

Correspondence Theory: In the context of management, truth based on tangible facts is crucial to the strategic decision-making process. For example, proper data analysis is the foundation for the validity of business decisions. Discrepancies between statements and actual circumstances can lead to significant errors in strategic planning and execution.

Consistency Theory: The connection between statements is an important aspect in maintaining the compatibility of an organization's vision, mission, and goals. In the context of management, this theory ensures that internal policies support each other to achieve sustainability in operational implementation.

Pragmatism Theory: This approach serves as an important foundation for contemporary management, especially in circumstances that require quick decision-making. Truth is judged on the basis of the practical benefits it brings. In the business world, this indicates choosing the most effective option, even if it is not always in line with conventional norms.

Religious Theory: Truths based on religious principles provide a moral and ethical basis for organizational management. This is crucial for maintaining people's trust in the organization, especially when facing situations where ethical dilemmas often occur.

5. CONCLUSION

In studying management, the philosophy of science is needed as the root of all knowledge. So that the study of truth related to facts, correspondence that examines how statements that can be examined or studied through observation are proven to be part of the actual facts and pragmatism as a form of reality that can be practiced or has uses in science and knowledge, especially management science.

So it can be concluded that the three theories have propositional value and urgency in relation to management science that can be applied within the scope of the organization. To achieve the goals of the organization or can be used by leaders in taking, deciding and examining existing decisions in accordance with the principles of value and the proposition of truth itself.

With a pragmatic approach, management becomes more dynamic and oriented towards real operational success, especially in a business environment that continues to grow.

6. REFERENCES

- Arif Fakhruddin dan Yuliadi, I. (2024) "Perkembangan Ilmu Manajemen: Ditinjau Dari Ilmu Filsafat," *Jurnal Manajemen Dirgantara*, 16(2), hal. 411–426. Tersedia pada: <https://doi.org/10.56521/manajemen-dirgantara.v16i02.1045>.
- Audrian, D. (2022) "Teori Kebenaran Koherensi, Korespondensi, Pragmatisme Dan Huduri," *Seroja: Jurnal Pendidikan*, 1(2), hal. 56–62. Tersedia pada: <http://jurnal.anfa.co.id>.
- Bakhtiar, A. (2012) *Filsafat Ilmu*. Jakarta: Divisi Buku Perguruan Tinggi, PT Raja Grafindo Persada.
- Faradi, A.A. (2019) "Teori-Teori Kebenaran Dalam Filsafat (Urgensi Dan Signifikasinya Dalam Upaya Pemberantasan Hoax)," *Kontemplasi: Jurnal Ilmu-Ilmu Ushuluddin*, 7(1), hal. 97–114. Tersedia pada: <https://doi.org/10.21274/kontem.2019.7.1.97-114>.
- Lubis, A.H. (2019) "Pragmatisme Charles S. Peirce dan Implikasinya Pada Penentuan Awal Waktu Salat dan Pelaksanaannya," *Al-Marshad: Jurnal Astronomi Islam dan Ilmu-Ilmu Berkaitan*, 5(1), hal. 14–35. Tersedia pada: <https://doi.org/10.30596/jam.v5i1.2743>.
- Padli, Ms. dan Mustofa, Ml. (2021) "Kebenaran Dalam Perspektif Filsafat Serta Aktualisasinya Dalam Men-Screening Berita," *Jurnal Filsafat Indonesia*, 4(1), hal. 78–88. Tersedia pada: <https://doi.org/10.23887/jfi.v4i1.31892>.
- Zed, M. (2003) *Metode Penelitian Kepustakaan*. Jakarta: Yayasan Obor Indonesia.