

Knowledge and Practice in Rational-Economic Change Interventions on People Systems

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Abstract

Drawing on the available literature on management training and taking an approach informed by the theory of human rationality, this paper offers a broader and more evaluative examination of rational-economic change interventions on people systems. In understanding management training, like any applied social sciences activity, the mainstream (logical-positivist) orientation emphasises the linear, progressive evolution of managerial discourses. The review of literature suggests that little accumulation and integration has taken place of the work done by different research groups on management training.