

Chapter 9

Socio–Intercultural Anthropology

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ABSTRACT

This study intends to analyze anthropological socio-interculturality and organizational socio-interculturality. It begins the analysis from the assumption that the study of anthropological disciplines applied to organizations is leading to influence the organizational socio-intercultural manifestations and expressions of anthropology in organizations. The method employed is the analytic-descriptive inducing to the reflection on the main issues related to the theoretical and empirical literature review on the topic. The study concludes that organizational socio-interculturality has been influenced by both the ethnographic and quantitative methodology used by organizational anthropology.

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INTRODUCTION

Organizations are micro-societies or social spaces where the actions of agents and actors represent reality. Formation processes of organizations as living entities are considered in the professional field in which partners, workers, owners, and customers are interrelated to provide the foundation that enables the analysis of the integral organizational systems processes. Organizations are consciously structured to create a system and formed by elements concentrated on diverse needs, according to the organizational objectives and goals, and the fulfilment of tasks and activities.

Recent organizational anthropology analyzes categories and methods of social groups which contribute to scrutinising organizations and entrepreneurs that contribute and enrich the anthropological perspective of organizations. Anthropologists have studied and described the phenomenon of leadership in primitive societies, the activities of leaders, qualities, traits and personality attributes required to carry out socio-political activities. Personal interaction with society and tolerance enhances the anthropological value which leads to mutual interactions with a non-unified socio-intercultural environment leading to organizational socio-intercultural.

Therefore, the environment and organizational climate are interrelated variables in organizational anthropology. Organizational socio-intercultural regulates the relationships between people and socioecological systems in organizations becoming the basis of organizational anthropology analysis.

Furthermore, to define anthropology as a science is a complex solution linked to demarcation problems fundamental in the philosophy of science requiring evidence. Organizational anthropology is capable of postulating scientific theories by an induction problem to develop theories (Morales, 2020). Organizational theory can formulate laws and theories with predictive models. Organizational anthropology predicts phenomena to forecast the initial conditions of events and anticipate future occurrences (Barrett & Stanford, 2006). The concept of regularity in organizational anthropology is part of a discipline as the material bedrock of scientific law (Diener et al., 1980).

However, few academics claim the not-scientific nature of anthropology superseded by the notion that science as a mode of inquiry is obsolete. The epistemological myths stating that anthropology is not a science are related to the knot use of quantitative methods and techniques does not apply formal methods, the use of experimental designs, postulation theories, prediction the phenomena, formulation laws, and interaction with other sciences.

Organizational anthropology develops scientific theories supported by functionalism and structuralism, such example is the information goods theory use to analyze the psychological adaptations from socio-intercultural learning (Henrich &

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