

Dark Matter in the Enterprise

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Dark Matter

Introduction

Dark matter is a euphemistic notation stemming upon analogy with the interstellar dark matter and from its estimated role in functioning of the universe. In a certain exaggeration this is only an estimation of the author what is of course not generally accepted. There is even not any known concrete person accepting it. But it is not possible to exclude it.

This dark matter – later on only DM – is a part of control evaluating dynamic of existence of the controlled (holistic) object and in a control of non-dark, normal, visible matter (NM) it proceeds on basis of its experience.

Principle of holistic control in what DM is in the top of controlling pyramid is realized in an enterprise throughout a certain “managing board”. It goes about a part of control what is not submitted to an immediate economic influence of the enterprise. It is not a part of its productive structure. It stays outside of it and its role is to nominate top level of management in an adequate time and with convenient wage, all of this on a basis of evaluation of the enterprise.

Principles of control

Task of DM after an evaluation of information about a global distribution of satisfaction in the firm is pass to let the actual management in its position fail to nominate a new one. E.g., for solution of critical situations. And at this time it goes about a nomination of just a top of management, e.g., CEO not of the whole management. This one is already in competition of just nominated CEO.

The time, for what the new management is nominated, is also one of outputs of the control activity of DM. This time needs not to be determined explicitly and all is resolved operatively – until a next session of the “board”.

Let it be remarked that a historically the oldest form of DM for a firm is its owner, its founder [1]. Every time it goes about a part of control what has decisive authorities in relation to the management of the firm but is not itself a part of its productive structure. Afterward it is typical that its motivation for its activity – interventions – stems upon evaluation of “successfulness” of the firm as whole.

Historically and because of analogies with other holistic systems it seems that there is a tendency in the activity of DM. DM intervenes more and more frequently into the control of the firm. And that at least optically the frequency of its interventions is as high as high is the activity of management itself. It would correspond to results of modelling of economic systems, too.

Principle of work of DM is as follows. Firstly, evaluate the state of the firm on basis of solicited materials. If the state is such that its existence continue to be strengthened, the firm functions well, the actual management is let to continue working [2]. But a new proposal of a new CEO can discover having preposition to yet higher successfulness. Personal work toward the top of management is the main output of DM.

The main and in principle the only input toward DM is a satisfaction in a broad meaning. Firstly satisfaction of employees and secondly satisfaction of the whole enterprise. It goes about holistic notions of satisfaction – see following chapters. That is why the “successfulness” of the firm is evaluated depending on satisfaction. In general the criterium of evaluation is the level of existence of the firm.

Event of satisfaction

Information for the activity of DM arises in the staff department (SD). SD has the best possibility for monitoring tendencies of employees toward migration similarly as interest of the environment at employment. These tendencies form a basis for evaluation of satisfaction of employees in the firm. SD evaluates the net flow or a tendency toward it for a given position and that is why it goes more exactly about a satisfaction on a given position than about a satisfaction of a given employee.

This information is not only a value, a quantification of a threat for existence. It goes about a complex event. It could be named as a complex description of state of the firm what is quantified but nevertheless contains a detail description of risks. These risks are some singularities showing “suspicious” spots in distribution of satisfaction. And in the past this event defined through such a distribution of satisfaction was on basis of experience of DM connected with a certain threat for the existence of the firm and a certain solution was successful. And in actual case DM will turn itself toward this solution with the highest probability, too [3].

The complexity of the information means not only extensiveness but mainly finding and accentuation of spots where the satisfaction “behaves” differently than expected. E.g., in a situation when two positions are very similar a very similar satisfaction can be expected. If not so there is a tension in satisfaction. Task of SD is a maximal aggregation of this information what means to supply to DM an information about satisfaction on a maximal level. Partly in the area of satisfaction of employees and partly in the area of satisfaction of the firm.

This event of satisfaction doesn't arise in SD in insulation but is a fruit of a cooperation between DM and SD. It goes about the fact that for DM only such an event has a meaning for what it has a solution. And this means that sometime it met with it and some its solution in form of a new management was successful. It goes about a never ending process of cooperation of these two parts of control. From this

also follows that in an ideal case the DM is an organic part of the system of control of the firm. It is not sufficient to meet one time in a quarter and to vote for something. It is necessary to be a daily part of control.

Influence of the DM over SD is double: stimulating and inhibiting, too. Stimulated, strengthened are outputs toward a known solution, and vice versa. Thus already from the beginning there is a controlled identification of the satisfaction.

And the identification of this event, means a climax of the process of aggregation of information about satisfaction, is a final start up of the output from DM. And this is because the fact that at the same time it is a signal of identification of a solution. By other words that it is desirable to execute.

Existence of the firm

An existence of a firm is conditioned by two factors. Firstly it is a satisfaction of employees and secondly a satisfaction of the firm as whole. In general a satisfaction of any object is measurable as a tendency to stay in a given system of relations with the environment. These relations can represent either intrafirm relations or relations among firms [4].

If both phenomena are measurable, what means that some quantities been a function of these tendencies are to the disposal of DM, from holistic point of view it can set to its work.

Satisfaction of employees

Satisfaction of an object is in a broad meaning possible to monitor on tendency of elements to leave the actual structure. In a firm, this means on an aim of employees to search another employment in other firms. And at the same time it goes about an aim of applicants from the environment of the firm to be employed in it. That is why it goes about a certain net flow of people.

And now all depends on a part of control of the firm responsible for personalistic to supply to the DM an information as apposite as possible. It is ideal if this tendency to leave is recordable yet before the notice of cancellation made by the employee. By other words yet in the time of only reflections, tendencies, feelings. And it is an art of the staff department (SD) how it is able to record these states. In one extreme DM will supply only numbers of notices and numbers of new contracts of employment in individual positions for some time period. In another extreme on basis of soft "meta information" it construct the state of satisfaction for DM. Author of this article himself is not such a specialist and that is why he can only propose such information as manner of exhaustion of working hours, of holidays, utilization of special bonuses of the firm, sickness absence etc. But of course the main factor of satisfaction is level of the wages and different personal bonuses and other moving parts of the wages.

Shortly speaking a good personnel clerk is a treasure for the firm. His work or a work of a specialized personnel clerk in general consist in a generation of basis for DM. It can be named as an opening of the work of SD, its meaning. This profession, specialization could be named as a specialist for happiness.

Output for DM

There is more kind of specialists for evaluation of satisfaction, euphemistically speaking for happiness. Everyone is specialized for

another kind of manifestation of satisfaction of an employee. And yet another one for an aggregation of information from other cooperating specialists. That is why in a simplified point of view it goes about an aggregation of different manifestations of satisfaction in different areas of the activity of employees.

Final output for the DM is a summary information about the state of distribution of satisfaction of employees in the firm.

Wages of employees are submitted to a control from the management of the firm and it represents the main mechanism of the control.

In what about the wage or salary of the top management of the firm so it is stated by DM and it is a part of the nomination.

Satisfaction of a firm

As a part of information what DM receives as a basis for its work there is also information about satisfaction of the firm. Satisfaction of any holistic object is defined as a level of tendency to stay in a given structure. At the same time it is also a measure of its existence.

In order to have the possibility to speak about a stability of interest to stay in a given structure it is necessary to define a distance toward objects in the environment and at the same time an instrument for monitoring.

Distance among firms

Relations what a firm has with its environment are of many kinds. A firm enters into more than one relations with every object in the environment and only a sum of them defines their mutual distance. In general it goes about a unilateral relation. Because the second direction of relations in economical systems is formed by flow of money been proportional to the first one, the relation is in general unilateral but the opposite direction every time exists and is strongly correlated [5].

Then a distance is defined as a volatility of these partial relations at time. As few are these relations at a given time fluctuating as small is the distance between their appropriate two objects. But only a change is evaluated in every partial relation, not a value itself.

Border

The border of a firm itself, what means a more or less physical separation of the firm from its environment, is defined physically, too. It goes about different walls and fences, in general about obstacles for a free movement of goods, persons and in general of anything. That is why it can go about some firewalls, security systems etc. That is why the border is a large complex of instruments for closing a firm. This closing up suppose that there is defined what is "in" and what is "out". And that this border is smooth, continuous and closed itself.

Substantial part of a border is a channel. It is an element or group of element controlling flow of goods, persons and services.

For functioning of a firm and for any holistic object in general the border is a condition "sine qua non". But substantial events of control of a firm proceed on the border, not in it. In general in its permeability and on its sensitive elements.

Sensors

Main group of sensors and actually of regulative mechanisms for permeability of the border is this one controlling the “permeability” for men over the border. It is in general the staff department SD. SD evaluates satisfaction of employees in the firm and this information puts forward to DM. It has not only a possibility to follow tendency of employees for departure but also an interest from the environment for employment inside the firm and structured depending on different positions. That is why it can afford the information in form of a net flow. And at the end this is a crucial information - difference between numbers of newly employed and newly leaving for some time period. But yet more interesting, more useful for DM is an information about a satisfaction in general what means about only a tendency for leaving.

Not only a wage but of course also other influences reflect over the satisfaction of an employee. Sometimes these can be yet more important. E.g., interpersonal relations in the firm. It is necessary to emphasize that in a holistic firm there is no place for relations of subordination. All enrolls only on basis of offer and demand and that is why into a structure it become be fixed on basis of successfulness.

Because the SD works on the border of the object it has also to its disposal information about the origin of interest of applicants from the environment for concrete positions in the firm. That is why an information about satisfaction not only from inside but also in comparison arises and this one is crucial. Because the net flow of elements, of people is crucial.

Emotional relations

A spatial group of employees on the border – sensors – are specialists on emotional relations. These are relations between the firm and another firm in the environment and they are useful for both sides. E.g., it can go about concurring or cooperating firms for what it is convenient if their cooperation has some optimal intensity. Satisfaction of a firm is established just on basis of these emotional relations. By the help of them a distance of a firm toward its environment is established and a relative stability of this is a measure of the satisfaction.

In both cases of evaluation of a satisfaction – for elements and for firm – the overall profit of the firm serves as a companion information. But this one is already reflected in wages and through them in the satisfaction and that is why it really goes only about a “accompaniment”.

There are some areas on the border of the firm, sensors, bearing information about the environment of the firm [6]. More exactly it goes about certain groups of employees what are interconnected through a certain area of the border. Their activity bears some information what is useful in getting information about the environment.

From the point of view of the control of the firm it doesn't go about a direct monitoring of their satisfaction but about a mediated monitoring of satisfaction of another object, in this case of an overall firm. Their activity, later on named as an activity of a sensor, reflects some enviroing object just because they are somehow interconnected with the border. Some part of the border is in a certain relation with a certain firm in the environment. And that is why it is possible to say that their activity is in a correlation with the activity of this enviroing firm.

Now it is important how this activity reflects itself on the overall firm. But a sensor is only a source of information, the direct influence from the enviroing firm enters directly into the productive structure of the firm. The substance of a sensors is in its property to be relatively easily and exactly evaluated for needs of DM.

There is one basic question. Is not the influence from enviroing firm of such a kind that all time it only increases the satisfaction of the overall firm? Is not its influence in some kind permanently positive, beneficial? During an evaluation of a level of existence of any object the summary value is a sum of many components and a question is – is not this influence just this component what is in every sum all the time positive? Because of their analogy such influences, relations together with their negative counterparts are named as emotional.

Light Matter

Introduction

Such as DM works with satisfaction the NM works with successfulness. Successfulness is a level of engagement of an element into the system and NM follows singularities in its distribution. They represent a way toward any activity and finally toward a solution of the main task –removal of the threat for existence.

VED

VED – differently speaking management of the firm – is a place what already doesn't work with the satisfaction. Nor of employees and nor of the firm. It already doesn't go about a part of DM but about a top controlling part of NM.

Similarly as in DM an aggregation of distribution of information into an event connected with a known solution happened, an analogical situation but in distribution of successfulness happens here. VED forms a global event based upon information coming from individual areas of NM, mainly from the area of material inputs, inputs of energy and tension on the border. It goes about an activity what is a substance of the “consciousness” and an output from VED is formed on its basis [7]. This output happens only at the end of a process of identification when a solution is found. And this solution is just this output what initializes a reconstruction of the firm. Majority of this output flows into distribution of wages. As a result a fading of the initial event of satisfaction identified in DM and initiating the overall process of control happens

Tension

The VED works with a tension. This is by other words an uneven distribution of activities among spots where a smoothness should be expected. E.g., in a group of similarly specialized employees it can be expected that their activity will be to some extent synchronous. Because the model and the holism work with a change only, at the same time it means a synchronization of these changes, too.

The tension is exactly evaluated as follows. A distance of specialization is defined in a group of some employees, in majority similarly specialized. That is why if two employees are absolutely similarly specialized, oriented and they differ only in the spot of their activity etc. they have (nearly) a zero distance and vice versa. Let a difference in activities of these two measured employees is evaluated. The tension between them is just this difference divided by the

distance. As high is the difference of their activities and as low is their distance as high is the tension between them.

The overall tension in a group is the highest value of partial tensions in this group.

Solution of a tension

Tensions from individual parts of the firm are aggregated into one global tension. VED gradually and in interactions chooses the most important one from individual tensions and together with its accompaniment by other tensions solves it globally.

From calculations follows that the majority of the final tension has its origin in inputs – material inputs into the firm. It goes about situations when similar inputs have rather dissimilar demand [8]. And this is seemingly an indication that there is a problem with satisfaction, too. Because when two employees work on the same position but with different interest, motivation or differently speaking satisfaction this primarily reflects itself on the demand for inputs.

By this way VED turns itself towards an origin of activities in the firm to have an opportunity to firstly find out spots of non satisfaction and secondly to solve them. VED solves this tension on inputs through its activity on the border and this one mainly by a control of wages.

And similarly as in the case of DM a finding out of the global information in the VED signalizes that a solution is found, too. This solution is a global activity on outputs from VED what in the past proved to be successful in a solution of an event of tension of successfulness. And for new similarly as in the case of DM the aggregation is a result of usage of stimulating together with inhibiting instruments. At the end the focus of sources of information about distribution of tension inside the NM is oriented just toward spots where it is necessary. It means toward areas where a global event with a global solution can arise.

Not only information about material inputs but also about distribution of consumption of inputting energy, about tension on the border and about tension in distribution of successfulness can get into the consciousness. At least calculations upon stocks and macroeconomic environment show this. There are information accompanying the primary informatic input from material inputs. A tension in energy in principle doesn't differ from tension in material inputs. It shows a spot where similar elements work with unequal intensity. That is why it is only a quantitative enlargement.

The tension on the border signals some singularity in distribution - e.g., and mainly in distribution of wages. It is logical that in a case of similar activities also the wage should be similar. VED works with these wages in its solution of global existence but it needs to be there some fuse. Some distribution of wages can solve the existential threat but represents an unsupportable tension in the physical border. And just unsupportable is recorded in experiences of employees of VED. If in the past some similar distribution led toward problems e.g., existential ones, it is just their task to discover it as a menacing tension what is necessary to be solved what means to enter into consciousness.

Reconstruction

Similarly as in the aggregating process in consciousness also in a process of reconstruction a controlling pyramid is used, but inversely turned. It goes about disintegration. From VED comes an aggregated, global output on the highest level of reconstruction. It globally

describes a task for part of control specialized for reconstruction. It means not only some building reconstruction but any activity changing actual structure of relations.

Employees of this part are specialized for a disaggregating task. An instruction, output coming from VED or from a connected worker of reconstruction is disintegrated into instructions pass on a concrete, final level of reconstruction fail yet on a lower but not final level for other disintegration. That is why there are two kinds of worker – disintegrating and realizing.

Disintegrating ones are responsible for a fact that finally realized instruction will be in conformity with all other parts of the object. That is why that it will not be an activity solving somewhere something but at the same time elsewhere damaging anything. In general it goes about specialists for mutual interconnections of reconstructions. And similarly as in the consciousness and in its inverse process of aggregation also here it goes about utilization of two categories of outputs: activating and inhibiting.

If the control from VED is not successfully disintegrated until the last, final level it returns from a unsuccessful level just one step up and a new different trial of disintegration is made. Thus if the reconstruction is globally realizable it is realized and the control is overhanded toward a part of control evaluating satisfaction.

Satisfaction vs. Successfulness

In general it is desirable to have satisfaction of employees smoothly distributed. By other words everybody who belong to the firm ought to feel him there similarly. As director as cleaning woman.

From this reason DM during evaluation of event of satisfaction doesn't overmuch take into account the productive structure, the position what an employee holds. There is an aggregation but on basis of organizational structure. E.g., all employees of one "division" ought to be similarly satisfied. And this aggregation continues over divisions and in comparison with an average satisfaction.

From calculations it seems that an aggregation happens also on basis of distribution of energy. That is why nothing connected with the productive process is aggregated but only less or more universally valuable properties, common for organizational unites or firms producing e.g., quite different products.

In general it is not the goal of DM to remove low satisfactions. The goal is to augment global satisfaction whatever it means. And to do it on basis of tensions of satisfactions. The comparative success in development of objects is just in the intelligence of these definitions and approaches. Because there is not a universal one [9].

In contrast with this the aggregation of successfulness and of its singularities in NM is based on the fact how active is an element in the structure. That is why it can goes about a situation when an employee is quite indispensable but is overloaded and that is why successful but unsatisfied.

Similarly as in DM also in VED the goal is not to remove tensions. Without tension a solution of an event of satisfaction could not be found.

Repression

An enterprise has to have possibility to remove elements what are from point of view of DM inconvenient. By other words DM doesn't

only try to improve satisfaction but in a case of emergency to secure a departure of unsatisfied elements, too. Because they represent a potential threat for the futures.

That is why on basis of information about satisfaction of an element and also on basis of an average satisfaction in a given organizational unit it happens that the element is "thrown out". Its position becomes to be free and there is a supposition that a new applicant will be "normally" satisfied. From this it can be seen that a repression approaches to its solution mainly in spots where a too high tension in satisfaction exists, by other words where it seems to be unsubstantial.

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