

# Review of: "A Conception of Yi ( ): Harmony, Fairness, and Justice in Management – A Prospective Inquiry Framework"

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The manuscript titled "A Conception of Yi ( ): Harmony, Fairness, and Justice in Management – A Prospective Inquiry Framework," authored by two scholars, embarks on an ambitious journey to weave the ancient Chinese concept of Yi into the fabric of contemporary management theory. This endeavor is not only commendable for its innovative approach but also for its timely relevance in today's increasingly interconnected and culturally diverse business landscape. The authors have crafted a manuscript that is both eloquent and accessible, ensuring that the insights presented can reach and resonate with a broad audience. Their introduction skillfully sets the stage, highlighting the importance and potential impact of integrating Yi into modern management practices.

However, to further elevate the manuscript's contribution to the academic community and enhance its applicability in practical management contexts, a more comprehensive literature review could serve as a valuable enhancement. Given the theoretical nature of the paper, delving deeper into both the historical essence and the contemporary interpretations of Yi, alongside a broader spectrum of management theories, would significantly enrich the manuscript. This expanded review would provide a solid foundation for the authors' proposed inquiry framework, grounding it in a rich tapestry of philosophical and managerial thought.

The authors are encouraged to explore a wide array of scholarly works that discuss the intersection of Chinese philosophical principles with management practices. This could involve examining the role of ethics, leadership, and organizational culture through the lens of Confucianism and other relevant philosophies. Such an endeavor would not only deepen the theoretical underpinnings of the study but also highlight the practical implications of Yi for achieving harmony, fairness, and justice in organizational settings.

Additionally, further elaboration on the development and potential applications of the prospective inquiry framework would greatly enhance the manuscript's utility. Detailing the methodological approaches and offering examples of how the framework might be applied in real-world management scenarios could provide clear pathways for future research and practice. This would also illustrate the tangible benefits of adopting Yi-based principles in enhancing ethical decision-making and fostering a harmonious organizational environment.

In closing, the authors have presented a thought-provoking manuscript that stands to make a significant contribution to the fields of management theory and Chinese philosophy. By broadening the scope of the literature review and providing

more detailed guidance on the application of the proposed inquiry framework, the paper will not only gain in academic rigor but also in practical relevance. The scholarly community eagerly anticipates the further development of this work, which promises to offer fresh perspectives on integrating traditional wisdom into contemporary management practices.