**ABSTRACT**

The dichotomy presented in this article is not the only possible way of ordering epistemology. However this approach is deeply rooted in the awareness of specialists from the area of management. Some perceive the scientist’s role as that of a researcher for tangible, quantitative, “hard” results, while the others stay in the circle of qualitative results, interpretative and “soft” ones. The opportunity to exceed the manicheism of such perspective on management is the negation of apparent obviousness of their own vision of the organisational world, leading to the formation and interpretation of other cognitive positions. On this stage sciences of management need epistemological reflection which will lead to the development of the researchers’ self-awareness.