

Nova paradigma: Re-procesiranje alopoietske v avtopoietsko organizacijo

Ante Lauc

Ekonomska fakulteta u Osijeku, Trg Ljudevita Gaja 7, 31000 Osijek, Hrvaška
anlauc@gmail.com

Tanja Balažic Peček*

Fakulteta za organizacijske študije v Novem mestu, Novi trg 5, 8000 Novo mesto, Slovenija
taja.balazic@gmail.com

Povzetek:

Raziskovalno vprašanje (RV): Kako razviti avtopoietsko organizacijo v teoriji in praksi, z negacijo negacije alopoietske organizacije?

Namen: Cilj raziskovanja je razvoj organizacije s povezovanjem: 6 znanstvenih disciplin, 5 kriterijev in 4 vrste razvoja. Naš namen je narediti kvalitativni skok iz alopoietske v avtopoietsko organizacijo in družbo kot celoto. Namesto obstoječih emocij straha, jeze in žalosti, je potrebno da prevlada radost, sreča in ljubezen, kar Maslow definira kot pogoj, da se doseže 5. raven, ki se pri posamezniku izraža kot samo-aktualizacija. Doseči človekovo filozofsko, znanstveno, duhovno in tehnološko kreativnost z inovativnostjo, je naš končni cilj.

Metoda: V raziskavi so uporabljene kvalitativno fenomenološke metode in metode dialektike, ki so podprte s kvantitativno matematičnimi in statističnimi tehnikami. Uporabili smo »top-down« in »bottom-up« principa. Kot izziv sedanjega časa smo z motivacijskimi vprašanji re-procesirali knjigo »Metodologija društvene znanosti«.

Rezultati: Razvili smo model »Steblo razvoja«, kot model avtopoietske organizacije. Rezultat posameznika je ustvariti življenje v ljubezni in svobodi delovanja. Kar dokazujemo z enačbo razvoja za celovit napredek moralnega, intelektualnega, socialnega, fizičnega in finančnega kapitala. S tem potrjujemo enega od dejavnikov ekonomije o optimalni alokaciji virov, kjer je pomembna stopnja povračila v človekov in fizični kapital. Avtopoietski pristop v samo-organizaciji potrjujemo z modelom ABCD. Za umestitev avtopoietske organizacije razvijamo holistično avtopoietsko univerzo HAU (Holistic Autopoiesis University). Cilj HAU je razvijati in ne blokirati samo-aktualizacije študentov, kot kaže praksa.

Organizacija: Razvijanje organske samo-organizacije, na obstoječi mehanični organizaciji, ki je posledica kartezijanske paradigme. Vrzel razdvojenosti materialnega in duhovnega avtopoietske organizacije ponovno povezuje v celoto. V psiho-socialni dinamiki pridobijo odnosi: dajanja in dobivanja. Skozi model ABCD odkrivamo distinkcijo zavisti in (ne)pravičnosti organizacije.

Družba: Materialni in ne-materialni doprinos posameznika v vseh okoljih, z manj stresa, a več ljubezni in svobode. Manj antagonizma in več harmonije, kar prinaša družbeno blagostanje. Vlaganje v ljudi, ki bodo s svojim znanjem in motivacijo doprinos k splošnem napredku. Kot najvažnejšo proizvodnjo v posamezni družbeni sredini vidimo proizvodnjo doktorskih del, kot princip top-down. Z motivacijo in znanjem se ustvarja možnost sinergije in optimalnih principov za samo-učenje v mreži ustvarjalnih timov, kot najpomembnejši vidik samo-organizacije.

Originalnost: Model avtopoietske organizacije »Steblo razvoja«, ki povezuje 6 znanstvenih disciplin, 5 kriterijev in 4 vrste razvoja. Model ABCD kot avtopoietski pristop in HAU za samo-organizacijo. Pričakujemo, da bo FOŠ prva avtopoietska institucija, v smislu HAU u Sloveniji in svetu.

Omejitve/nadaljnje raziskovanje: Stare in še vedno veljavne organizacijske paradigme, ki blokirajo življenje v ljubezni in svobodi, ter zavirajo človekov ustvarjalni potencial.

Ključne besede: avtopoieza, alopoieza, moralni, intelektualni, socialni, fizični in finančni kapital, samo-organizacija.

New paradigm: Re-processing of Aloiabetic to Autopoietic Organization

Abstract:

Research Question (RQ): How to develop autopoietic organization in theory and practice, with negation of negation of alopoietic organization?

Purpose: The aim of research is development of organization by connecting: 6 scientific disciplines, 5 criteria and 4 kinds of development. Our purpose is to make a qualitative jump from alopoietic to autopoietic organization and society as a whole. Joy, happiness and love should prevail instead of existing emotions of fear, anger and sadness, which Maslow defines as a condition to reach the 5th level, expressed in an individual as self-actualization. To achieve human philosophical, scientific, religious and technological creativity with inventiveness is our final aim.

Method: Qualitative phenomenological method and method of dialectic, supported by quantitative mathematical and statistical techniques, are used in the research. We used “top-down” and “bottom-up” principles. As a challenge of present we re-processed the book “Methodology of Social Science” with motivation questions.

Results: We developed a model named “The Tree of Development”, as a model of an autopoietic organization. The result of an individual is to create life in love and freedom of activity. This is proved by the equation of development for complete progress of moral, intellectual, social, physical and financial capital. We confirm one of the factors of economy on optimal allocation of sources with this, where rate of repayment in human and physical capital is important. Autopoietic approach in self-organization is confirmed by the ABCD model. To position autopoietic organization we developed the Holistic Autopoiesis University – HAU, the aim of which is to develop and not to block self-actualization of students, as practice shows.

Organization: Development of organic self-organization on existent mechanical organization, which is the consequence of Cartesian paradigm. The gap between the material and non-physical is connected again to a whole by an autopoietic organization. In psycho-social dynamics relations are improved: giving and getting. Through the ABCD model we discover the distinction of envy and unfairness of organization.

Society: Material and non-physical contribution of an individual in all spheres, with less stress but more love and freedom. Less hate and more harmony create social wellbeing. Investing in people who will contribute with their knowledge and motivation to universal progress. We see production of doctoral works as the most important production in individual social circle, as “top-down” principle. With motivation and knowledge the possibility of synergy is created, as well as optimal principles for self-learning in the web of creative teams as the most important aspect of self-organization.

Originality: The model of an autopoietic organization “The Tree of Development”, linking together: 6 scientific disciplines, 5 criteria and 4 kinds of development. The ABCD model as autopoietic approach and HAU for self-organization. We expect that FOŠ will be the first autopoietic institution, in the sense of HAU in Slovenia and the world.

Limitations / Further Research: The old and still valid organization paradigms that are blocking up life in love and freedom, and obstruct human creative potential.

Keywords: autopoiesis, alopoietic, moral, intellectual, social, physical and financial capital, self-organization.