

Povezava med vodenjem, organizacijsko kulturo in rezultati organizacij

Vinko Bogataj*

Fakulteta za organizacijske študije, Novi trg 5, 8000 Novo mesto, Slovenija
vinko.bogataj@guest.arnes.si

Povzetek

Raziskovalno vprašanje (RV): Postavlja se vprašanje kakšna je povezava med obliko lastništva, značilnostmi vodenja, značilnostmi organizacijske kulture, vlogo lastnikov procesov v organizaciji in poslovnimi rezultati organizacije. Zanimivo je tudi vprašanje kako bodo bodoče spremembe v družbenem okolju vplivale na organizacijsko kulturo v organizacijah. Ali bodo organizacije tudi v bodoče usmerjene predvsem v ustvarjanje dobička? Ali bo v bodoče prevladovala družbeno odgovorna usmerjenost organizacij?

Namen: Namen tega prispevka je ugotoviti kakšne so relacije med obliko lastništva, načini vodenja organizacij in organizacijsko kulturo v slovenskih organizacijah in kakšen je vpliv teh razmerij na poslovne rezultate slovenskih organizacij.

Metoda: Z raziskavo značilnosti sistemov vodenja kakovosti v slovenskih organizacijah smo dobili odgovore o značilnosti sistemov vodenja kakovosti. S podatki o poslovanju raziskovanih organizacij smo ustvarili osnovo za analizo korelacij med posameznimi značilnostmi in med poslovnimi rezultati organizacij in posameznimi značilnostmi sistemov vodenja kakovosti.

Rezultati: Ugotovljeni rezultati raziskave potrjujejo prepričanje, da je pri vodenju organizacije, za uspešne rezultate, potrebno doseči tako organizacijsko klimo, ki bo delovala pozitivno na dobro počutje in ustvarjalnost zaposlenih .

Organizacija: Pričujoča raziskava nam daje informacijo o značilnostih vodenja in organizacijske kulture v slovenskih organizacijah in o povezavah med temi značilnostmi in finančnimi rezultati organizacij.

Družba: Rezultati raziskave nam prikazujejo vpliv vodenja in prevladujoče organizacijske kulture na poslovanje organizacij in s tem tudi na družbeno in socialno okolje.

Originalnost: Raziskavo smo izvedli na osnovi izvirnega modela analize značilnosti sistemov vodenja in povezave tega modela s finančnim poslovanjem organizacij.

Omejitve/nadaljnje raziskovanje: Raziskavo smo izvedli v slovenskem družbeno ekonomskem okolju. Za posplošenje ugotovitev raziskave, bi bilo primerno podobne raziskave narediti tudi v sorodnih družbeno ekonomskih okoljih.

Ključne besede: Vodenje organizacij, organizacijska kultura, avtopoietična organizacija, sistemi vodenja kakovosti, vodje sistemov kakovosti , vloge vodij sistemov kakovosti, vloge lastnikov procesov, finančni rezultati organizacij.

Vinko Bogataj je po izobrazbi univ.dipl.ing. strojništva, mag. in dr. menedžmenta kakovosti. Končal je tudi usposabljanje za menedžerja sistemov kakovosti po EOQ shemi. V svoji dosedanji praksi si je pridobil praktične izkušnje na področju razvoja orodij in naprav, avtomatizacije proizvodnih sistemov, razvoja ventilatorjev, meroslovja, varnosti proizvodov, naprav za eksplozijsko ogrožena okolja in sistemov vodenja kakovosti. Vodil je uvedbo sistemov vodenja kakovosti po standardu ISO 9001 v družbe IMP Klimat , Uniklima, Hidria BH, Hidria inženiring in T3-Tech. Trenutno deluje kot samostojni raziskovalec.

Relationship between leadership, organizational culture and organizational performance

Vinko Bogataj*

Faculty for organization studies, Novi trg 5, 8000 Novo mesto, Slovenia

vinko.bogataj@guest.arnes.si

Abstract

Research question (RQ): A question occurs what is a connection between form of ownership, leadership characteristics, organizational culture, role of process owners in an organization and organizational performance. Another interesting question is how future changes in the social environment will affect the organizational culture within organization. Will organizations also in future be mostly profit oriented? Will the socially responsible organizations prevail?

Aim: The aim of this paper is to find out what kinds of relationships between different forms of ownership, types of leadership and organizational culture occur in the Slovenian organizations and the link of those relationships to the outcome of the Slovenian organizations.

Methods: By studying the characteristics of the quality management systems in the Slovenian organizations the characteristics of the quality management systems were acquired. The data about the organizational performance of the studied organizations helped us establish the basis for correlation analyses between individual characteristics and organizational outcome and of the organizations and individual characteristics of the quality management systems.

Results: The results of this study have confirmed belief that for a positive outcome the leadership in an organization needs to create organizational environment that has positive effects on the employees' well-being and their creativity.

Organization: This study provides the information about the characteristics of the leadership and the organizational culture in the Slovenian organizations and their link to the organizational results.

Society: The results of this study show both the effect of the leadership and the prevailing organizational culture on the performance of the organizations thus also on the society and social environment.

Originality: This research was carried out according to the original model for analysis of characteristics of the leadership systems and connection of this model to the organizational finance performance.

Limitations / further research: This research was carried out in the Slovenian social economic environment.

To generalize the results of the research similar researches would have to be carried out in similar social economic environments.

Key words: leadership of organizations, organizational culture, avtopoietic organization, quality management systems, quality managers, the role of quality managers, the role of the process owners, organizational performance

Vinko Bogataj is a Bachelor of mechanical engineering, a Msc. and dr. of quality management. He also completed the training for the quality systems managers within the EOQ scheme. He has gained practical experience in the development of tools and devices, automation of production systems, the development of fans,

metrology, safety of products, devices for explosion-risk environment and in quality management systems. He implemented successfully the quality management system ISO 9001 in the companies IMP Klimat, Uniklima, Hidria BH, Hidria Inženiring and T-3 Tech. He currently works as an independent researcher.
