

## So-delovanje kot prvina evolucije, mnogonamenskega gozda in avtopoietske organizacije

Iztok Vrščaj\*

Fakulteta za organizacijske študije v Novem mestu, Novi trg 5, 8000 Novo mesto, Slovenija  
gozdar.i@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:** Ali je so-delovanje kot prvina evolucije in delovanja gozdnega ekosistema uporabno v avtopoietski organizaciji?

**Namen:** Vpliv Darwinove evolucionistične teorije »zakona močnejšega« na filozofijo, psihologijo, sociologijo in socialno antropologijo spremeniti preko naravnega zakona sodelovanja. Po Darwinovem nauku o evoluciji je boj za obstanek (tekmovanje), skupaj z mutacijami, najučinkovitejša oblika naravnega izbora in razvoja. Zanika romantično podobo narave in jo obravnava kot neusmiljenega vzgojitelja.

**Metoda:** Proučili bomo trojico kulturnih evolucionistov: Herberta Spencerja, Sira Edwarda Burnetta Tylorja in Lewisa Henryja Morgana ter evolucionistko in biologinjo Lynn Margulis. S triangulacijo bomo ovrednotili teorije in jih z metodo analogije predstavili v avtopoietski organizaciji.

**Rezultati:** Sodobne raziskave dajejo evolucionistično prednost so-delovanju in domnevamo, da bodo naši rezultati to potrdili. Pomembni obliki sodelovanja v naravi sta mikoriza in endosimbioza. Mikoriza je sožitje med glivami in višjimi rastlinami, kar pojasnimo v avtopoietski organizaciji. Mikoriza je imela ključno vlogo pri prehodu rastlin na kopno in razvoju kopenskih ekosistemov. Domnevamo, da ta teorija lahko pripomore k evoluciji človeka v sodobni organizaciji. Enako velja za endosimbiotsko teorijo. Odkritji spremenita evolucionistično teorijo in njene povezave z drugimi področji.

**Organizacija:** Izboljšati so-delovanje v živem svetu: človek-človek, človek-biosfera, s tem povečati človekovo so-ustvarjalnost in dejaven odnos do narave v avtopoietski organizaciji. Posledično vzpostaviti dinamično ravnovesje med organizacijo in naravnim okoljem.

**Družba:** V gozdarstvu je pri mnogonamenskem gozdu nujno so-delovanje deležnikov in stroke. Težavno je tudi povezovanje manjših razpršenih lastnikov gozdov, kajti nepovezano gospodarjenje razbija celovitost gozdnih združb, kar lahko izboljšamo z odnosom človek-človek-biosfera. Razvoj socialnega dialoga v prid življenja (živega sveta) in razvoja gozdarstva preko Resolucije o nacionalnem gozdnem programu.

**Originalnost:** Osvetlitev prvine evolucionistične teorije so-delovanje v avtopoietski organizaciji.

**Omejitve/nadaljnje raziskave:** Omejitev raziskave na štiri avtorje evolucionistične teorije. Odpiranje vprašanj za nadaljnje raziskave avtopoietski organizaciji. Razlike med organizacijskimi in naravnimi zakonitostmi.

**Ključne besede:** evolucionistična teorija, endosimbiotska teorija, mikoriza, so-delovanje, tekmovanje, mnogonamenski gozd, avtopoietska organizacija.

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**Iztok Vrščaj** se po končani gimnaziji v Celju vpiše na študij gozdarstva v Ljubljani in diplomira iz gozdarstva leta 1988 na gozdarski fakulteti v Zagrebu (Šumarski fakultet) s področja hudourništva. Na isti fakulteti leta 2012 konča znanstveni magistrski študij na temo vrednotenja socialnih funkcij primernih gozdov Mestne občine Maribor. Na fakulteti za organizacijske študije (FOŠ) pripravlja doktorsko disertacijo na temo razvoja modela gozdarstva za Slovenijo. Strokovno je delal na urejanju hudournikov v Posočju, kratek čas v turizmu, v šolstvu, trenutno pa je zaposlen na Zavodu za gozdove Slovenije. Deloval je tudi na področju stikov z javnostjo v delovnem času,

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sestavljala scenarije za dokumentarna filma gozdarske vsebine, v prostem času pa je sodelovala in tudi vodila pogovorne oddaje na TV. Trenutno se pogloblja v organiziranost gozdarstva.

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**Dr. Tanja Balažič Peček** je l. 2001 diplomirala iz organizacije in managementa ter l. 2008 specializirala iz projektnega managementa na Fakulteti za organizacijske vede (FOV) Univerze v Mariboru. Na Fakulteti za organizacijske študije (FOŠ) je v letu 2018 doktorirala z disertacijo »Gradniki avtopoieze v 4.0 organizaciji« in s tem postavila temeljni koncept ter gradnike avtopoieze za nadaljnje raziskovanje avtopoietске organizacije v vseh razsežnostih. Deluje na delavnicah izgradnje samo-podobe in naravnega zdravljenja, ter v letu 2013 pridobi status terapevtke. Njeno raziskovalno zanimanje je človek v organizaciji, kvalitativno raziskovanje, etično-ekološki koncepti, organska-humana paradigma v povezavi s fenomenom »autopoiesis« v organizacijskem in družbenem okolju. Je avtorica številnih prispevkov na znanstvenih konferencah in člankov v strokovnih ter znanstvenih revijah. Je članica Academy of Management (AOM).

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# Co-operation as principal of evolution, multi-functional forest and autopoietic organization

Iztok Vrščaj\*

Faculty of Organisation studies in Novo mesto, Novi trg 5, Novo mesto, Slovenia  
gozdar.i@gmail.com

Tanja Balažic Peček

Faculty of Organisation studies in Novo mesto, Novi trg 5, Novo mesto, Slovenia  
taja.balazic@gmail.com

## Abstract

**Research Question (RQ):** Is co-operation as an principal of evolution and operation of forest ecosystem usable in autopoietic organization?

**Purpose:** To change the influence of Darwin's evolutionary theory »survival of the fittest« law on philosophy, psychology, sociology and social anthropology through natural law of co-operation. According to Darwin's belief on evolution the struggle for survival (competition), together with mutations, is the most efficient way of natural selection and development. It denies romantic image of nature and it treats it as a merciless educator.

**Method:** We will study three cultural evolutions: Herbert Spencer, Sir Edward Burnett Tylor, Lewis Henry Morgan and evolutionist and biologist Lynn Margulis. We will evaluate theories with triangulation and present them in autopoietic organization with method of analogy.

**Results:** Modern research gives an evolutionary advantage to co-operation and we assume that our results will confirm this. Mycorrhiza and endosymbiosis are important forms of cooperation in nature. Mycorrhiza is the coexistence between fungi and higher plants, which is explained in the autopoietic organization. Mycorrhiza played a key role in the transition of plants to land and the development of terrestrial ecosystems. We suppose that this theory can contribute to the evolution of man in a modern organization. The same applies to endosymbiotic theory. Discoveries change the evolutionary theory and its links with other areas.

**Organization:** To improve co-operation in the living world: man-man, man-biosphere, thereby increasing human co-creativity and active attitude towards nature in an autopoietic organization. Consequently, to establish a dynamic balance between the organization and natural environment.

**Society:** In forestry, the multi-functional forest demands co-operation of the partakers and the profession. It is also difficult to link smaller dispersed forest owners, because unconnected management breaks down the integrity of forest communities, which can be improved with the human-human-biosphere relationship. Development of social dialogue in favors of life (living world) and development of forestry through the Resolution on National Forest Programme.

**Originality:** Presenting the principal of evolutionary theory co-operation in autopoietic organization.

**Limitations/Further Research:** Limitation of research to four authors of evolutionary theory. Opening questions for further research to autopoietic organization. Differences between organizational and natural laws.

**Keywords:** evolutionary theory, endosymbiotic theory, mycorrhiza, co-operation, competition, multi-functional forest, autopoietic organization.

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**Iztok Vrščaj** finished grammar school in Celje and enrolled in forestry studies in Ljubljana, graduating in forestry in 1988 at the Faculty of Forestry in Zagreb (Šumarski fakultet) in the field of torrents. At the same faculty he gained his master's degree in 2012 on the topic of Evaluation of the social functions of suburban forests of the Municipality of Maribor. At the Faculty of Organization Studies (FOŠ) in Novo mesto he is preparing a doctoral thesis on the topic of forestry development model for Slovenia. Professionally, he worked on regulation of torrents in the area of Posočje, shortly also in tourism, education, and is currently employed at the Slovenian Forest Service.

He has also worked in the field of public relations at work, wrote scenarios for documentary films on forestry, whereas in his spare time he participated in and presented talk shows on TV. Nowadays, he is studying the organization of forestry.

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**Tanja Balažic Peček, PhD**, graduated from organization and management in 2001 and specialized in project management at the Faculty of Organizational Sciences in Maribor in 2008. In 2018 she obtained PhD at the Faculty of Organisation Studies (FOŠ) with dissertation »Autopoietic building blocks in 4.0 organization« and with this positioned a fundamental concept and autopoietic building blocks for further research of autopoietic organization in all its dimensions. She participated workshops for self-image improvement and natural therapy, and gained the status of a therapist in 2013. Her research interest is a human being in organization, qualitative research, ethical-ecological concepts, organic-human paradigm in connection with the phenomena of »autopoiesis« in the organizational and social environment. She is the author of numerous contributions at scientific conferences and articles in professional and scientific journals. She is a member of the Academy of Management (AOM).

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