

Razumevanje samoupravljanja in soupravljanja v slovenskih podjetjih

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Povzetek

Raziskovalno vprašanje (RV): Ali danes deluje samoupravljanje ali soupravljanje v slovenskih podjetjih?

(Vpliv) Delovanje samoupravljanja in soupravljanja v slovenskih podjetjih na osnovi lastništva je danes malo znan ali celo neznan. O samoupravljanju obstajajo največkrat negativna mnenja, ki temeljijo na njegovem poznavanju iz preteklega družbeno ekonomskega sistema pred osamosvojitvijo Slovenije. Na osnovi lastništva slovenskih podjetij bomo prikazali delovanje soupravljanja in samoupravljanja.

Namen: Namen in cilj je analizirati in opredeliti razlike med samoupravljanjem in soupravljanjem in njihovo delovanje na osnovi lastništva v slovenskih podjetjih danes. Poiskali bomo skupne elemente samo/so-upravljanja z avtopoietsko organizacijo.

Metoda: Pregled relevantne literature; z anketo pridobljene podatke bomo statistično obdelali s programom LISREL. Anketa bo izvedena na (manjšem) vzorcu slovenskih podjetij različnih velikosti in dejavnosti, kjer ni tujega lastništva.

Rezultati: Domnevamo, da anketiranci ne poznajo razlike med samoupravljanjem in soupravljanjem in da obstaja samoupravljanje in soupravljanje v slovenskih podjetjih na osnovi razlik v lastništvu podjetij. Domnevamo tudi, da trenutno nobeno od teh upravljanj ne vodi v avtopoietsko organizacijo.

Organizacija: Obstajajo razlike med samoupravljanjem in soupravljanjem; dodana vrednost članka je ozaveščanje v slovenskih podjetjih o samoupravljanju in soupravljanju kot oblikah notranje izboljšave delovanja in vpliva zaposlenih na vodenje podjetij in njunega prispevka razvoju avtopoietske organizacije. To bi bile pridobitve za celotno družbo.

Družba: Raziskava bo prispevek ozaveščanju lastnikov, menedžerjev, zaposlenih in širše družbe o socialni odgovornosti in možnosti razvoja v samoupravno avtopoietsko ekonomijo.

Originalnost: Dodana vrednost članka je v opredelitvi razlik med samoupravljanjem in soupravljanjem v slovenskih podjetjih na osnovi lastništva in navezavo na razvoj avtopoietske organizacije.

Omejitve/nadaljnje raziskovanje: Raziskava (z) in anketiranje je izvedena na majhnem številu podjetij različnih velikosti; v raziskavo so zajeta podjetja so brez tujih lastništev.

Predlagamo nadaljnjo raziskavo na večjem vzorcu podjetij različnih velikosti; raziskavo razvoja samo/so-upravljanja v avtopoietsko organizacijo; potrebna je raziskava v javnem sektorju; dodatna kvalitativna analiza z več intervjuji.

Ključne besede: samoupravljanje, soupravljanje, lastništvo, avtopoietska organizacija.

Peter Zdravje, univ. dipl. ekon., Ekonomska fakulteta v Ljubljani. V strokovnem delu je deloval na področju vodenje, finance, računovodstvo in predavateljstvo. Začetki (1980, Kompas MTS) so bili na področju financ, reorganizacije podjetja, novega nagrajevanja, uvedbe IT Nadaljeval je v tujih multinacionalkah (1993-2004) v Sloveniji kot računovodja, (Rothmans of Pall Mall), finančni in IT direktor (GlaxoWellcome, Schneider Electric), svetovalec za kontroling (2005, Hödelmayr). S habilitacijami predavatelja je na višjih in visokih strokovnih šolah predaval (2005-20015): računovodstva, ekonomijo, ekonomiko. V letu 2012 je vpisal doktorski študij na Fakulteti za organizacijske študije.

Understanding of Self-Management and Co-Management in Slovenian Companies

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Abstract

Research question (RQ): Is self-management or co-management function in Slovenian companies today?

The influence of self-management and co-management in Slovenian companies on the basis of ownership is now little known or even unknown. There are mostly negative opinions on self-management based on his knowledge of the past socio-economic system prior to the independence of Slovenia. Based on the ownership of Slovenian companies, we will show the functioning of co-management and self-management.

Purpose: The purpose and goal is to analyze and define the differences between self-management and co-management and their function on the basis of ownership in Slovenian companies today. We will find common elements of self / co-management with an autopoietic organization

Method: A review of relevant literature; with the survey, the obtained data will be statistically processed with the LISREL program. The survey will be conducted on a small sample of Slovenian companies of different sizes and activities, where there is no foreign ownership.

Results: We assume that the respondents do not know the difference between self-management and co-management, and that there is self-management and co-management in Slovenian companies based on differences in company ownership. We also assume that none of these managements currently lead to an autopoietic organization.

Organization: There are differences between self-management and co-management; the added value of the article is to raise awareness in Slovenian companies of self-management and co-management as forms of internal improvements in the functioning and influence of employees on the management of companies and their contribution to the development of autopoietic organization. These would be acquisitions for the whole society.

Society: The research will be a contribution to raising awareness among owners, managers, employees and the general public about social responsibility and the potential for development into a self-managing autopoietic economy.

Originality: The added value of the article is in defining the differences between self-management and co-management in Slovenian companies on the basis of ownership and the connection to the development of autopoietic organization

Restrictions / further research: The research (z) and the survey were carried out on a small number of companies of different sizes; the survey covered companies are without foreign ownership. We propose a further survey on a larger sample of companies of different sizes; research on the development of self / co-management in autopoietic organization; public sector research is needed; additional qualitative analysis with multiple interviews.

Key words: self-management, co-management, ownership, autopoietic organization.

Peter Zdravje, University Bachelor of Economics, Faculty of Economics, Ljubljana. His professional work he worked in the field of management, finance, accounting and lecturing. The beginnings (1980, Kompas MTS) were in the field of finance, company reorganization, new rewards, the introduction of IT He continued in foreign multinationals (1993-2004) in Slovenia as Accountant (Rothmans of Pall Mall), Financial and IT Director (GlaxoWellcome, Schneider Electric), Controlling Advisor (2005, Hödelmayr). He lectured was habilitation Lecturer at higher and vocational colleges (2005-20015): accountings, economy, economics. In 2012, he enrolled in doctoral studies at the Faculty of Organizational Studies.
