

PERMA model v organizacijah

Vesna Vodišek Razboršek

Univerza v Mariboru, Fakulteta za organizacijske vede, Kidričeva cesta 55a,
Kranj
vesna.vodisek@student.um.si

Maja Meško

Univerza v Mariboru, Fakulteta za organizacijske vede, Kidričeva cesta 55a,
Kranj
maja.mesko@um.si

Raziskovalno vprašanje (RV): Kakšne spremembe prinaša PERMA model v organizacijah?

Namen: Namen raziskave je narediti pregled literature, t. j. znanstvenih člankov, znanstvenih prispevkov s konferenc in samostojnih prispevkov v znanstvenih monografijah s področja pozitivnega vodenja in PERMA modela.

Metoda: Za namen raziskave smo naredili pregled literature, ki je objavljena v SCOPUS in WOS bazah. Literaturo smo iskali s pomočjo ključnih besed PERMA model in organizacije.

Rezultati: Na temo PERMA modela v povezavi s pozitivnim vodenjem v organizacijah je bilo od leta 2013 objavljenih relativno malo prispevkov. Prispevki, ki so objavljeni, obravnavajo dimenzije modela v posameznih skupinah ter pomembnost dobrega počutja za dobrobit posameznika in vpliv, ki ga ima na rezultate.

Organizacija: Pregled znanstvene literature s področja PERMA modela v organizacijah le-tem daje koristne informacije o trendih na področju vodenja.

Družba: Zadovoljstvo zaposlenih predstavlja ključno paradigmo PERMA modela. Zadovoljni zaposleni vplivajo na dobrobit organizacije, prispevajo k njihovi konkurenčni prednosti in posledično tvorijo boljšo skupnost.

Originalnost: Raziskava ponuja poglobljen pogled v spremembe, ki jih PERMA model prinaša na področju vodenja.

Omejitve/nadaljnje raziskovanje: Omejitev pregleda literature je popolnoma odvisna od predhodno objavljenih raziskav in njihove razpoložljivosti.

Ključne besede: PERMA model, organizacija, pozitivno vodenje, dobro počutje.

Vesna Vodišek Razboršek je doktorska študentka na Fakulteti za organizacijske vede Univerze v Mariboru. Znanstveni magisterij je opravila na Fakulteti za družbene vede Univerze v Ljubljani. Zaposlena je na področju socialnega varstva, kjer vodi in zastopa javni zavod. Sodeluje v različnih strokovnih skupinah in projektih. Njeni raziskovalni interesi obsegajo področja vodenja, menedžmenta in psihologije v menedžmentu.

Red. prof. dr. Maja Meško je redna profesorica kadrovskega menedžmenta na Fakulteti za organizacijske vede Univerze v Mariboru. Doktorirala je na področju kineziologije, naslov njene doktorske disertacije je Definiranje nekaterih gibalnih sposobnosti in psiholoških značilnosti slovenskih vojaških pilotov. Njeni raziskovalni interesi obsegajo področja menedžmenta, psihologije v menedžmentu, zdravja na delovnem mestu ter vodenja. Sodelovala je in še sodeluje tudi pri različnih projektih. Je avtorica in soavtorica številnih znanstvenih ter strokovnih člankov.

PERMA Model in Organizations

Research Question (RQ): What changes does PERMA model bring to organizations?

Purpose: The purpose of the research is conducting a literature review, i.e. scientific articles, scientific conference papers and independent contributions in scientific monographs in the field of positive leadership and PERMA model.

Method: For the purpose of the study we did a systemic literature review of contributions published in the SCOPUS and WOS database.

Results: Not a lot of contributions have been published on PERMA model and positive leadership in organizations since 2013. The published articles address dimensions of the model in individual groups and the importance of well-being for individual and the impact it has on the results.

Organization: A review of the scientific literature in the field of PERMA model in organizations provides useful information about trends in the field of management.

Society: Employee satisfaction is a key paradigm of PERMA model. Satisfied employees influence the well-being of the organization, contribute to their competitive advantages and, as a result, form a better community.

Originality: The survey provides an in-depth insight into the changes that PERMA model brings to the field of management.

Limitations / further research: The limitations of a literature review of this nature is the complete reliance on previously published research and the availability of these studies.

Keywords: PERMA model, organization, positive leadership, well-being.

Vesna Vodišek Razboršek is a doctoral student at the Faculty of Organizational Sciences of the University of Maribor. She completed her scientific master's degree at the Faculty of Social Sciences of the University of Ljubljana. She works in social welfare and she is a manager of a public institution. She participates in various professional groups and projects. Her research interests include leadership, management and psychology in management.

Maja Meško, full professor, PhD, is a professor of human resource management at the Faculty of Organizational Sciences of the University of Maribor. She received her doctorate in the field of kinesiology, the title of her doctoral dissertation is Defining movement abilities and psychological characteristics of Slovenian military pilots. Her research interests include management, psychology in management, occupational health and leadership. She participated and still participates in various projects. She is the author and co-author of numerous scientific and professional articles.
