

Koncept Krožne Avtopoietske Organizacije

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Povzetek

Raziskovalno vprašanje (RV): Zakaj avtopoietska organizacija? Človeka v organizaciji raziskujemo iz organsko-humanega vidika, saj le-ta vedno težje samo/so-deluje v obstoječem alopoietskem okolju, ki zavira kreativnost človeškega potenciala.

Namen: Zavedamo se potenciala človeka in obstoječa organizacija še nima celovitega razumevanja človekovega kapitala, ki se začne v pravičnosti in zaupanju, ter nadaljuje v verigi eko-sistema.

Metoda: Razvili smo metodologijo z naravnim krožnim principom in naredili koncept z gradniki: čustvovanje, razmišljanje, usmerjanje in delovanje.

Rezultati: Ugotovili smo, da obstoječa organizacija izgublja vrednosti gradnika čustvovanja in razmišljanja. Krog ustvarjalnosti je potrebno skleniti oziroma začeti s samo-čutenjem kot človeško vrlino, ki s so-čutenjem ustvarja potencialni naboj ustvarjalnih timov v humani skupnosti. Rešitve so v koherenci in harmoniji komunikacije z naravo povezanih ljudi.

Organizacija: Raziskava prispeva k zavedanju človeka o stanju organizacij in usmerja k preobrazbi alopoietskih v avtopoietske organizacije.

Družba: Predstavljamo organizacijo nove dobe, ki bo zmožna preživeti človeka, in avtopoietski koncept je zelo obetaven, za dobrobit vseh.

Originalnost: Z boljšo komunikacijo krepimo družbeno odgovornost in izboljšujemo okolje, kar napovedujemo v perspektivi naravne evolucije, v osebni rasti človeka tako v notranjih kot zunanjih procesih, ki izboljšujejo okolje in zeleno družbo.

Omejitve/nadaljnje raziskovanje: V tej smeri bi želeli razvijati visoko naravno tehnologijo, da bosta Človek in Človečnost zopet pridobila potrebno prednost pred vsem ostalim v Sloveniji in Evropi za obstoj na planetu Zemlja.

Ključne besede: avtopoietska organizacija, človeški kapital, čustvovanje, razmišljanje, koherenca, harmonija, humana skupnost, zelena družba.

Doc. dr. Tanja Balažic 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 za nadaljnje raziskovanje avtopoietske 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 monografij, dejavna s prispevki na znanstvenih konferencah in mnogimi članki v znanstvenih revijah. Od leta 2018 je predsednica alumni kluba FOŠa. Je ustanoviteljica Inštituta za Avtopoietsko Organizacijo, kjer raziskuje in vodi projekte za revitalizacijo človeške skupnosti. Je ambasadorica 'Autopoiesis'.

Concept of Circular Autopoietic Organization

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Abstract

Research Question (RQ): Why an autopoietic organization? I am researching a human in an organization from an organic-humane aspect, since it is getting harder for a human to self/co-operate in the existing allopoietic environment, which hinders creativity of a human potential.

Purpose: We are aware of a human potential and the existing organization does not have a holistic understanding of a human capital, which starts in fairness and trust, which continues in the chain of eco-system.

Method: We developed a methodology with natural circular principle and made a concept with building blocks: emotions, thinking, directing, activity.

Results: We found out that the existing organization decreases in emotions as well as thinking of a human in an organization. The circle of creativity needs to be closed or started with self-emotions as human virtue, which with co-emotions create potential force of creative teams in a human community. This solution is found in coherent and harmonious communication between people connected to nature.

Organization: The research contributes to awareness of a human about the condition of organizations, as well as directs towards transformation from allopoietic to autopoietic organization.

Society: We present an organization of new age, which will be able to survive the human, and autopoietic approach is very promising, for the benefit of everyone.

Originality: With enhanced communication, social responsibility is increased, and the environment improved. This is predicted in the perspective of natural evolution, in personal growth of a human in inner as well as external processes, which improve the environment and as a result a 'green' society is achieved.

Limitations / further research: In this direction we would like to develop high natural technology, which would present an advantage to each individual and to humankind, before everything else in Slovenia and Europe, for our existence on the planet Earth.

Keywords: Autopoietic Organization, human capital, emotions, thinking, coherence, harmony, human community, 'green' society.

Assist. Prof. Tanja Balažic Peček, Ph.D took her degree in 2001 in Organisation and Management and in 2008 specialised from Project Management at the Faculty of Organizational Sciences (FOV) at the University of Maribor. At the Faculty of Organisation Studies (FOŠ) she obtained her doctorate in 2018 with the thesis 'Building Blocks of Autopoiesis in 4.0 organisation', by which she set the fundamental concept for further research of autopoietic organisation in all its aspects. She is active in workshops for self-image and natural healing and in 2013 she obtained the status of a therapist. Her research interest is a human within organisation, qualitative research, ethical-ecological concepts, organic-humane paradigm in connection with the phenomenon of autopoiesis in organisational and social environment. She is the author of monographs and articles at scientific conferences and in scientific journals. She has also been the president of FOŠ Alumni since 2018. She is the founder of the Institute for Autopoietic Organization, where she is researching and leading projects for revitalisation of human community. She is an Ambassador of 'Autopoiesis'.
