

Poznavanje in uporaba temeljnih procesov avtopoieze v slovenskih visokošolskih organizacijah

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Povzetek

Raziskovalno vprašanje (RV): Različni avtorji organizacijskih teorij poudarjajo, da bodo procesi avtopoieze v organizacijah prihodnosti zanesljivo imeli ključno vlogo za ohranitev humanosti v organizacijah, kar omogoča nesluten evolucijski razvoj (Capra, Ovsenik, Lauc in drugi). Maturana in Varela teorijo o delovanju živega organizma poimenujeta kot avtopoiezo. Avtorja sta spoznala, da gre v tem primeru za zaprto strukturo samo–produkcije, ki se samo-organizira. V Naravi je vzpostavljen red povezav in dinamike procesov, ki so bistveni za delovanje le-teh.

Namen: Namen te raziskave je ugotoviti, v kakšni meri v slovenskih visokošolskih organizacijah poznajo procese avtopoieze in v kakšni meri so ta načela prisotna pri vseživljenjskem izobraževanju.

Metoda: Izvedli bomo spletno anketo za zaposlene in študente v slovenskih visokošolskih organizacijah. Anketne vprašalnike bomo obdelali z ustreznimi orodji za analizo. Na osnovi pridobljenih podatkov bomo lahko ugotovili, ali so organizacije bolj avtopoietske ali alopoietske, in korelacije med njimi.

Rezultati: Raziskava bo pokazala poznavanje procesov avtopoieze v slovenskih visokošolskih organizacijah in dejansko stopnjo uporabe teh procesov pri vseživljenjskem izobraževanju. Zanimive bodo tudi korelacije v avtopoietskih in alopoietskih organizacijah.

Organizacija: Raziskava nam bo dala informacijo o prepoznavanju in dejanski uporabi procesov avtopoieze v slovenskih visokošolskih organizacijah.

Družba: Rezultati raziskave nam bodo pokazali, v kakšni smeri delujejo slovenske visokošolske organizacije.

Originalnost: Pilotna raziskava je bila izvedena v letu 2017 na FOŠ. Po našem vedenju gre za prvo tovrstno raziskavo v Sloveniji.

Omejitve/nadaljnje raziskovanje: Raziskavo bomo izvedli v slovenskih visokošolskih organizacijah. Kot nadaljevanje raziskave predlagamo raziskavo v slovenskih organizacijah, tako v mikro, malih, srednjih in velikih podjetjih, ter neprofitnih organizacijah.

Ključne besede: slovenske visokošolske organizacije, avtopoietska organizacija, načela avtopoieze, alopoeiza, avtopoeiza.

Dr. 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 dosednji praksi 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, T3-Tech, Eltras in Oravent. Trenutno deluje kot samostojni raziskovalec.

Doc. dr. Tanja Balažic Peček, je l. 2001 diplomirala iz organizacije in managementa ter l. 2008 specializirala iz projektne 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'.

Knowledge and Application of Basic Processes of Autopoiesis in Slovenian Higher Education Organisations

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Abstract

Research question (RQ): Various authors of organisation theories emphasise that processes of autopoiesis in the future organisations will play a key role in maintaining humanity in the organisations, which enables unimagined evolutionary development (Capra, Ovsenik, Lauc and other). Maturana in Varela have named this theory of activity of living organism as autopoiesis. These authors have recognised that in this case a general closed structure of self-production is involved, which organises itself (self-organising structure). In nature, order of connections and dynamics of processes are kept, which are essential for functioning of these connections and processes.

Purpose: The purpose of this research is to find out how the processes of autopoiesis are recognised in the Slovenian higher education organisations, as well as how these principles are present in a lifelong education.

Method: An online survey will be conducted among the employees and students of the Slovenian higher education organisations. The survey questionnaires will be processed with suitable analysis tools. On the basis of the collected data we will be able to identify whether the organisations are autopoietic or allopoietic, and the correlation among them.

Results: The research is to show knowledge in processes of autopoiesis in the Slovenian organisations and their actual application in lifelong education. It will be interesting to observe correlations in the autopoietic and allopoietic organisations.

Organisation: This study will provide information about recognition and actual application of the processes of autopoiesis in the Slovenian higher education organisations.

Society: The results of this research will show which way the Slovenian higher education organisations are oriented to.

Originality: A pilot study was conducted in 2017 at FOŠ. As far as we know, this is the first study of its kind in Slovenia.

Limitations/further research: The research will be conducted in the Slovenian higher education organisations. For further research, we suggest a study in the Slovenian micro, small, medium and big organisations, as well as in the non-profit organisations.

Key words: Slovenian higher education organisations, autopoietic organisations, principles of autopoiesis, allopoiesis, autopoiesis.

Vinko Bogataj, Ph.D is a Bachelor of mechanical engineering, a MSc and has a Ph.D in 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 successfully implemented the quality management system ISO 9001 in the companies IMP Klimat, Uniklima, Hidria BH, Hidria Inženiring, T-3 Tech, Eltras and Oravent. He currently works as an independent researcher.

Assist. Prof. Tanja Balazic 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'.
