

Agilni menedžment in organizacijska kultura terciarnih izobraževalnih institucij v Sloveniji

Iris Fink Grubačević*

Fakulteta za industrijski inženiring Novo mesto, Šegova 112, 8000 Novo mesto, Slovenija

iris.finkgrubacevic@fini-unm.si

Povzetek:

Raziskovalno vprašanje (RV): Terciarnе izobraževalne institucije so kompleksne tradicionalne, konservativne organizacije, kjer se odvija poučevanje, raziskovanje, izmenjava znanja s pomočjo raznih podpornih administrativnih in strokovnih enot. Agilnost menedžmenta in ustreznа organizacijska kultura pripomoreta k hitrejšemu prilagajanju okolja, prepoznavanju priložnosti v okolju in konkurenčnosti zavoda.

Ali se posamezni elementi/gradniki agilnega menedžmenta in organizacijske kulture razlikujejo glede na zasebne in javne VIS zavode v Sloveniji?

Namen: Namen raziskovanja je proučiti medsebojno povezavo med agilnostjo menedžmenta in kulturo organizacije, ter posledično hitrejšo prilagodljivostjo, večjo uspešnostjo ter konkurenčnostjo terciarne izobraževalne institucije. Namen je razviti model agilnega vodenja terciarne izobraževalne institucije.

Metoda: Za potrebe raziskovanja bodo uporabljene:

- deskriptivna statistika
- T testi in Anova
- Pearsonovi koeficient, kanonična korelacijska analiza in PCA faktorska analiza.

Podatki bodo zbrani z anketnim vprašalnikom, ki ga bom za namen preučevanja agilnega menedžmenta sestavila sama. Za namen raziskave organizacijske kulture bom uporabila vprašalnik kulture OCAI, ki je standardiziran in v prosti uporabi.

V vzorec bodo zajeti zaposleni na VIS zavodih: dekanji, prodekani, tajniki ter predavatelji.

Rezultati: Ugotovili bomo, da obstajajo statistično pomembne razlike med agilnim menedžmentom in organizacijsko kulturo v javnih in zasebnih terciarnih izobraževalnih institucijah.

Organizacija: Raziskava bo opozorila na pomembnost in nujnost zavedanja menedžmenta terciarnih izobraževalnih institucij, da bodo z ustvarjanjem določene organizacijske kulture in agilnim vodenjem institucije dosegali hitrejšo in učinkovitejšo prilagajanje spremembam v okolju. Rezultati raziskave bodo pripomogli k boljšemu razumevanju in zavedanju o dejanskem stanju agilnega vodenja v terciarnih izobraževalnih institucijah ter ponudila možnosti za izboljšave.

Družba: Pomanjkanje agilnega vodenja in ustvarjanja neustrezne organizacijske kulture v teh institucijah, ima lahko negativen vpliv na zadovoljstvo zaposlenih in posledično na prilagajanje potrebam okolja, npr. gospodarstva.

Originalnost: Prvi bomo ugotavljali, ali se posamezni elementi/gradniki agilnega menedžmenta in organizacijske kulture razlikujejo glede na zasebne in javne terciarne izobraževalne institucije v Sloveniji?

Omejitve/nadaljnje raziskovanje: Omejitev raziskave se lahko pokaže v slabi oziroma manjši odzivnosti zaposlenih na terciarnih izobraževalnih institucijah v Sloveniji.

Ključne besede: agilnost, agilno vodenje, organizacijska kultura, terciarna izobraževalna institucija.

Iris Fink Grubačević je magistrica znanosti s področja pedagogike ter specialistka managementa v izobraževanju. Pridobila je mednarodne certifikate: Praktik NLP in Mojster poslovne komunikacije in NLP Coach. Zaposlena je bila kot ravnateljica višje šole, pomočnica direktorice DSO NM, sedaj kot dekanja Fakultete za industrijski inženiring Novo mesto in predavateljica predmetov s področja menedžmenta v visokem šolstvu (viš.pred.). Izvaja delavnice komunikacijskih veščin, coachinga, ravnanja z ljudmi za različne organizacije v javnem in gospodarskem sektorju. Napisala je vrsto člankov, aktivno sodeluje s prispevki na mednarodnih konferencah.

Agility management and organizational culture of tertiary education institutions in Slovenia

Iris Fink Grubačević*

Faculty of Industrial Engineering, Šegova 112, 8000 Novo mesto, Slovenija
iris.finkgrubacevic@fini-unm.si

Abstract:

Research Question (RQ): Tertiary education institutions are complex, traditional, conservative organizations where teaching, research, knowledge sharing takes place through various supportive administrative and professional units. The agility of management and the appropriate organizational culture contribute to faster adaptation of the environment, recognition of opportunities in the environment and the competitiveness of the institution. Are individual elements / building blocks of agile management and organizational culture different depending on private and public higher education institutions in Slovenia?

Purpose: The purpose of the research is to examine the interconnection between the management agility and the organization's culture, and consequently, faster adaptability, higher performance and competitiveness of tertiary education institutions. The aim is to develop an agile leadership model of a tertiary educational institution.

Method: For research purposes, the following methods will be used:

- Descriptive statistics,
- T tests and Anova,
- Pearson correlation coefficient, canonical correlation analysis and PCA analysis.

The data will be collected through a questionnaire which I will design myself for the purpose of studying agility management. For the purpose of researching the organizational culture I will use the OCAI culture questionnaire which is standardized and freely available. The sample will include employees at higher education institutes: deans, associate deans, secretaries and lecturers.

Results: We will find that there are statistically significant differences between agility management and organizational culture in public and private tertiary educational institutions.

Organization: The research will draw attention to the importance and necessity of the awareness of tertiary education institutions management in order to achieve faster and more effective adaptation to changes in the environment by creating a certain organizational culture and agility management of the institution. The results of the research will contribute to a better understanding and awareness of the actual status of agility leadership in tertiary education institutions and offer opportunities for improvement.

Society: The lack of agility leadership and the creation of an inadequate organizational culture in these institutions can have a negative impact on employee satisfaction and, consequently, the adaptation to the needs of the environment, e.g. economy.

Originality: We are the first to research if individual elements / building blocks of agility management and organizational culture differ between private and public tertiary educational institutions in Slovenia.

Limitations/Future Research: The limitation of the research could be reflected in the poor or lower response of employees at tertiary education institutions in Slovenia.

Keywords: agility, agility management, organizational culture, tertiary education institution

Iris Fink Grubačević has a Master of Science in Pedagogy and is a Management Specialist in Education. She has acquired several international certificates: NLP Practitioner, Master of Business Communication and NLP Coach. She worked as a principal of Higher Vocational College and assistant director of Senior Citizens' Home Novo mesto. She currently works as a dean of the Faculty of Industrial Engineering Novo mesto and as a Senior Lecturer of courses in the field of management. She conducts workshops on communication skills, coaching and human resource management (HRM) for different organizations in the public and economic sector. She wrote several articles and she actively participates at international conferences with abstracts.
