

# Vpliv avtopoietičnih lastnosti članov sveta delavcev na njihovo organizacijsko energijo

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## Povzetek

**Raziskovalno vprašanje (RV):** Raziskave kažejo, da organizacije potrebujejo za svoje delovanje energijo zaposlenih, ki izhaja iz njihovih procesov ustvarjanja, doseganja ciljev in medsebojnega sodelovanja na vseh ravneh. Organizacije lahko dojemamo kot eno od naravnih oblik sobivanja in razvoja, kot živo bitje, ki ima svojo dinamiko razvoja, zgodovino, sedanost in prihodnost. V raziskavi nas zanima, ali na organizacijsko energijo vplivajo avtopoietične lastnosti (samozavedanje, vest, svobodna volja, ustvarjalna domišljija) posameznika. Kot ciljno skupino smo za izvedbo pilotne raziskave izbrali člane sveta delavcev v slovenskih organizacijah.

**Namen:** Namen raziskave je preučiti organizacijsko energijo članov sveta delavcev in njihove avtopoietične lastnosti, saj predpostavljamo, da se višja stopnja avtopoietičnih lastnosti članov svetov delavcev odraža v višji stopnji njihove organizacijske energije.

**Metoda:** Za zbiranje informacij za potrebe pilotne raziskave smo uporabili metodo anketiranja. Kot merski inštrument smo uporabili vprašalnik, ki smo ga postavili na osnovi izhodišč predhodno analizirane strokovne literature z našega interesnega področja.

**Rezultati:** Podali bomo rezultate pilotne raziskave, ki smo jo izvedli v okviru priprave doktorske disertacije.

**Organizacija:** Ugotovitve raziskave bodo praktično uporabne za člane sveta delavcev pri zastopanju interesov sodelavcev v organizaciji. Na osnovi izsledkov raziskave smo podali potrebne lastnosti članov sveta delavcev, ki prispevajo k ustvarjanju njihove organizacijske energije. Krepitev teh posameznikovih lastnosti lahko pripomore k njegovemu proaktivnemu pristopu k uresničevanju delavskega soupravljanja. Prav tako so lahko ugotovitve raziskave uporabne za vse zaposlene, ki imajo pomembno vlogo in veliko odgovornost predlagati in izvoliti za svoje predstavnike tiste sodelavce, ki imajo potrebne lastnosti za delovanje v dobrobit vseh zaposlenih in hkrati v smeri uspešnega poslovanja organizacije.

**Družba:** Izvedena raziskava predstavlja prispevek k novim spoznanjem na področju uresničevanja delavskega soupravljanja v organizacijah v Sloveniji.

**Originalnost:** Te vrste raziskave, ki bi prepletala organizacijsko energijo in principe avtopoieze v kontekstu delavskega soupravljanja, tako v Sloveniji kot tudi v svetu nismo zasledili.

**Omejitve/nadaljnje raziskovanje:** Raziskava je potekala v obliki pilotne raziskave za namen preverjanja zanesljivosti vprašalnika. Pilotno anketiranje bi lahko razširili na večji vzorec, vendar smo se zaradi ločitve anketirancev med pilotno in glavno raziskavo odločili, da večji vzorec pridobimo v glavni raziskavi. Poskušali pa smo ublažiti omejitev tako, da smo iskali vzorec, ki je večji od 25, kar je sprejemljiva številka za izvedbo pilotne raziskave za namen testiranja vprašalnika.

**Ključne besede:** organizacija, delavsko soupravljanje, svet delavcev, avtopoietične lastnosti, organizacijska energija.

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**Mari Božič** je diplomirana ekonomistka, specialistka poslovne ekonomije in magistrica znanosti s področja menedžmenta. Razpolaga s tehničnim znanjem s področja kemijske dejavnosti, ki ga pridobila v srednji kemijski šoli. Nadgradila ga je z izkušnjami, ki jih je pridobila z vodenjem zaposlenih in organizacijo dela tako na področju proizvodnje kakor tudi razvoja in raziskav. Je delavska predstavica v svetu delavcev in notranja presojevalka sistema kakovosti. Njeno raziskovalno zanimanje se nanaša na zaposlene, njihove avtopoietične lastnosti in organizacijsko energijo ter na medsebojne odnose v organizaciji.

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**Annamarie Gorenc Zoran** je redna profesorica na Fakulteti za organizacijske študije v Novem mestu ter poučuje na Univerzi Južne Floride. Je avtorica številnih člankov, ki jih predstavlja na številnih mednarodnih, narodnih in regionalnih konferencah. Njeni raziskovalni interesi so interdisciplinarni, in sicer na področju komunikacije, organizacije, organizacijsko vedenje, izobraževanje, kakovosti v šolstvu, e-izobraževanje (IKT) ter raziskovalna metodologija.

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# The Influence of Autopoietic Endowments of Works Council Members on their Organizational Energy

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## Abstract

**Research Question (RQ):** Research shows that organizations need the energy of their employees to function, resulting from their processes of creation, the achievement of goals, and collaboration at all levels. Organizations can be perceived as one of the natural forms of coexistence and development as a living being that has its own dynamics of development, history, present, and future. In the research, we are interested in whether organizational energy is influenced by autopoietic qualities (i.e., self-awareness, conscience, free will, creative imagination) of an individual. We selected members of Works Councils in Slovenian organizations as the target group for conducting the pilot survey.

**Purpose:** The purpose of the study was to examine the organizational energy of Works Council members and their autopoietic endowments. We assumed that a higher level of autopoietic endowments of Works Council members is reflected in a higher level of their organizational energy.

**Method:** We used a survey method to collect information for the pilot survey. We used the questionnaire as a measuring instrument, which was based on the starting points of previously analyzed professional literature in our field of interest.

**Results:** Results of the pilot survey are presented as a precursor for a doctoral dissertation study.

**Organization:** The findings of the survey is of practical use to Works Council members in representing the interests of employees in the organization. Based on the research findings, we have discussed the necessary characteristics of Works Council members, who contribute to the creation of their organizational energy. Empowering these individuals' traits can help their proactive approach to worker's participation. Also, the findings of the survey may be useful for all employees who have an essential role and a responsibility to select employees who have the necessary characteristics to work for the benefit of all employees and, at the same time towards the successful management of an organization.

**Society:** The conducted research represents a contribution to new findings in the field of implementation of worker's participation in organizations in Slovenia.

**Originality:** We have not found this kind of research that intertwines organizational energy and the principles of autopoiesis in the context of worker's participation, both in Slovenia and globally.

**Limitations / further research:** The survey was conducted in the form of a pilot survey to verify the reliability of the questionnaire. The pilot survey could be extended to a larger sample, but due to the separation of respondents between the pilot and the primary survey, we decided to obtain a larger sample in the primary survey. However, we tried to mitigate the limitation by looking for a sample greater than 25, which is an acceptable number for conducting a pilot survey to test the questionnaire.

**Keywords:** organization, worker's participation, works council, autopoietic endowments, organizational energy.

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**Mari Bozic** holds a Bachelor of Science in Economics, a Bachelor of Science in Business Economics, and a Master of Science in Management. He has technical knowledge in the field of chemical activity, which he acquired in high school chemistry. She has upgraded it with the experience she has gained in managing employees and organizing work in both manufacturing and research and development. She is a workers' representative in the Works' Council and an internal auditor of the quality system. Her research interest is related to employees, their autopoietic traits and organizational energy, and to relationships within the organization.

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**Annmarie Gorenc Zoran** is a full professor at the Faculty of Organizational Studies in Novo mesto and teaches at the University of South Florida. She is the author of numerous articles that she has presented at numerous international, national and regional conferences. Her research interests are interdisciplinary in the fields of communication, organization, organizational behavior, education, quality in education, e-learning (IKT) and research methodology.

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