

Načela znanstvenega vodenja opazovana skozi paradigmo vitke organizacije

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Povzetek:

Raziskovalno vprašanje (RV): Ali prinaša vitka organizacija, bistveno drugačna načela od Taylor-ovega znanstvenega vodenja?

Namen: Vse do konca dvajsetega stoletja so načela znanstvenega vodenja prakticirana v organizacijah, kot uspešen organizacijski model. Še vedno je vpliv znanstvenega vodenja močan, vendar so organizacije že dolgo časa bolj ali manj spogledujejo in uvajajo nove organizacijske prejemne, kot je npr. načela vitke organizacije. Dokazati želimo da principi vitke organizacije ne vsebujejo nič dramatično novega v primerjavi z znanstvenim menedžmentom. Menedžerji jih poznajo, ene in druge, vendar jih ne izvajajo iz različnih razlogov in zaradi tega so njihova podjetja malo manj uspešna od tistih ki ta načela upoštevajo.

Metoda: V našem članku bomo uporabili: smernice sistematičnega pregleda, smernice integrativnega pregleda študija, smernice meta analize in smernice obseg pregleda literature. Literaturo smo izbirali preko glavnih akademskih bibliografskih baz Web of science, Elsevier, Jstor, Emerald. Za iskanje ustrezne literature smo uporabili ključne besede: Taylor, scientific management, learn organisation, iskalne nize: learn vs taylor, scientific management different learn organization. Časovno obdobje v katerem smo iskali literaturo smo omejili med letoma 2000 in 2020. Pri tem smo naredili izjemo pri Taylorjevem »Scientific management« in »Shop management« ter Womackovem »The machine that changed the world«.

Rezultati: Vsa načela vitke organizacije lahko najdemo v Taylorjevih delih »Scientific management« in »Shop management«. Za to je potrebno njegova dela brati in interpretirati skozi očala družbeno-ekonomskih in socialnih razlik v času nastanka njegovih del (začetek dvajsetega stoletja) in danes.

Organizacija: Interes lastnikov je da njihova podjetja karseda uspešno poslujejo. Zato najamejo strokovnjake za vitko organizacijo, v upanju da jim bodo oni prinesli uspeh. Pogosto je razlog za uvajanje sprememb napačen, namesto novih organizacijskih prejemov podjetje samo potrebuje dosledno upoštevanje obstoječih načel v kombinaciji z zavzetostjo vodstva. Na koncu ugotovijo da so svetovalci svetovali na všečen način nekaj kar so že vedeli, le da tega niso implementirali. Zavedanje da organizaciji ne bo pomagal nobeden »vitki nevemkaj« brez zavzetega vodstva in da ji bo pomagala navadna »zdrava pamet« z zavzetim vodstvom, organizacijam prihrani veliko časa in denarja.

Družba: Napredek in uspeh se v organizaciji lahko doseže z uporabo načel znanstvenega vodenja enakovredno kot z načeli vitke organizacije in brez svetovanja zunanjih svetovalcev, enostavno z uporabo »zdrave« pameti. S tem pristopom dosežemo da se čim več organizacij bolj posveča implementaciji te zdrave pameti v svoje procese.

Originalnost: Uspeh v organizaciji se lahko doseže z uporabo principov znanstvenega menedžmenta enakovredno kot s principi vitke organizacije in brez svetovanja zunanjih svetovalcev. Za to je najbolj pomembna zavzetost in predanost vrhnjega menedžmenta izvajanim načelom.

Omejitve/nadaljnje raziskovanje: V naš članek nismo vključili raziskave o poznavanja načel vitke organizacije in načel znanstvenega menedžmenta pri menedžmentu v Sloveniji. Tovrstna raziskava bi smiselno dopolnila naš članek.

Ključne besede: Vitka organizacija, znanstveni menedžment, načela, Taylor, menedžer, uspešnost, sodobni prejem

Idriz Selimović je roj. 17.05.1968. v BiH. Magistriral je na Fakulteti za organizacijske študije v Novem mestu leta 2019. Deluje v gospodarstvu, opravljal je različne funkcije od vodje osnovne delovne enote do tehničnega direktorja. Trenutno dela ko pomočnik direktorja proizvodnje, z osnovno nalogo uvajanja načel vitke organizacije v podjetje.

Principles of Scientific Management Observed Through the Paradigm of Lean Organization

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Abstract

Research Question (RQ): Does a lean organization have fundamentally different principles from Taylor's scientific management?

Intention: Until the end of the twentieth century, the principles of scientific management were practiced in organizations as a successful organizational model. The influence of scientific management is still strong, but organizations have long start to introduce new organizational rewards, such as: principles of lean organization. We would like to prove that the principles of lean organization do not contain anything dramatically new compared to scientific management. Managers know them, but they don't implement them for different reasons, and because of this, their companies are a little less successful than those who follow these principles.

Method: In our article we will use: systematic review guidelines, integrative study review guidelines, meta-analysis guidelines, and literature review scope guidelines. The literature was selected through the main academic bibliographic databases Web of science, Elsevier, Jstor, Emerald. We used the keywords: Taylor, scientific management, learn organization, search strings: learn vs taylor, scientific management different learn organization. We limited the time we searched for literature between 2000 and 2020. We made exceptions to Taylor's "Scientific management" and "Shop management" and to Womack's "The machine that changed the world."

Results: All the principles of lean organization can be found in Taylor's Scientific Management and Shop Management. In order to do this, his works must be read and interpreted through the spectacles of socio-economic and social differences at the time of his works (early twentieth century) and today.

Organization: It is in the interest of the owners that their businesses operate as successfully as possible. That's why they hire experts for a lean organization, hoping that they will bring them success. Often, the reason for making the change is wrong, instead of new organizational rewards, the company just needs to strictly adhere to existing principles, combined with management commitment. In the end, they find that counsellors have provided a kind of advisor to something they already knew, but have not implemented it. Awareness that an organization will not be helped by "some lean" without dedicated leadership and that it will be helped by ordinary "common sense" with committed leadership saves organizations a lot of time and money.

Originality: Success in an organization can be achieved by applying the principles of scientific management on an equal footing with the principles of lean organization and without consulting external consultants. What matters most is the commitment and dedication of top management to the principles implemented.

Limitations/Future Research: We did not include in our article a survey on the knowledge of lean organization principles and the principles of scientific management in management in Slovenia. This kind of research would make sense to complement our article.

Keywords: Lean Organization, Scientific Management, Principles, Taylor, Manager, Performance, Modern Receipts

Idriz Selimovic was born 05/17/1968 in BiH. He received his master's degree from the Faculty of Organizational Studies in Novo mesto in 2019. He works in the economy, performing various functions from head of basic unit to technical director. He is currently working as an Assistant Production Director, with the primary task of introducing lean organization principles into the company.
