

Vloga zunanjega svetovalca pri uvajanju organizacijskih sprememb v procesu proizvodnje

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Povzetek

Raziskovalno vprašanje (RV): Ali podjetje potrebuje zunanjega svetovalca za izvedbo organizacijskih sprememb.

Namen: Preučiti želimo vlogo zunanjih svetovalcev pri uvajanju organizacijskih sprememb v procesu proizvodnje v organizaciji.

Metoda: V našem članku bomo uporabili: smernice sistematičnega pregleda, smernice integrativnega pregleda študija, smernice meta analize in smernice pregleda literature. Literaturo smo izbirali preko glavnih akademskih bibliografskih baz Web of science, Elsevier, Jstor, Emerald. Za iskanje ustrezne literature smo uporabili ključne besede: Organizational Change, Consultant, Management, Introduction of changes, Process, Consultancy industry.

Rezultati: Medtem ko dodana vrednost, ki jo svetovalci lahko dodajo podjetju, že dolgo privlači pozornost vodstva, je kritično zanimanje za svetovalni postopek relativno novo. Vse večje zanimanje za svetovalce pa je prineslo tudi vedno večjo kritično razpravo o upravičenosti najema svetovalcev. V našem članku bomo predstavili argumente za in proti najemu zunanjih svetovalcev.

Organizacija: Organizacija vedno potrebuje trezen razmislek ali pri uvajanju sprememb potrebuje zunanjega svetovalca.

Družba: Napredek in uspeh se v organizaciji lahko doseže brez dragih zunanjih strokovnjakov in vedno novih pristopov, enostavno z uporabo »zdrave« pameti. S tem pristopom dosežemo da se čim več organizacij bolj posveča implementaciji te zdrave pameti v svoje procese.

Originalnost: V članku izpostavimo ključne elemente katere je potrebno upoštevati pri uvedbi organizacijskih sprememb, da bi se izognili dragim zunanjim svetovalcem

Omejitve/nadaljnje raziskovanje: Podlaga članka so teoretična dognanja svetovnih avtorjev iz preučevanega področja, zanimiva bi bili rezultati empirične raziskave.

Ključne besede: Organizational Change, Consultant, Management, Introduction of changes, Process, Consultancy industry.

Idriz Selimović se je rodil 17.05.1968 v BiH. Magistriral je na Fakulteti za organizacijske študije v Novem mestu leta 2019. Dela v gospodarstvu in je opravlja različne funkcije od vodje osnovne enote do tehničnega direktorja. Trenutno dela kot pomočnik direktorja proizvodnje, glavna naloga pa je uvajanje načel vitke organizacije v podjetje.

Mirko Markič je doktoriral na Fakulteti za organizacijske vede Univerze v Mariboru s področja organizacijskih ved na temo inoviranja. Po dvanajstih letih delovanja v gospodarstvu se je zaposlil na Fakulteti za management Univerze na Primorskem. Je redni profesor za področje menedžmenta in znanstveni svetnik ter vodja ali član 17 raziskovalnih projektov in projektov z gospodarstvom. Njegova bibliografija obsega več kot 600 enot s področja upravnih in organizacijskih ved ter javnega zdravstva (varstvo pri delu).

The Role of an External Consultant in Introducing Organizational Change

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Abstract

Research Question (RQ): Does the company need an external consultant to make organizational changes?

Purpose: We want to examine the role of external consultants in introducing organizational change in an organization.

Method: In our article, we will use: systematic review guidelines, integrative study review guidelines, meta-analysis guidelines, and literature review scope guidelines. We selected the literature through the main academic bibliographic databases Web of science, Elsevier, Jstor, Emerald. We used the following keywords to search for relevant literature: Organizational Change, Consultant, Management, Introduction of changes, Process, Consultancy industry.

Results: While the added value that consultants can add to a company has long attracted the attention of management, critical interest in the consulting process is relatively new. However, the growing interest in consultants has also brought about a growing critical debate on the justification for hiring consultants. In our article, we will present the pros and cons of hiring external consultants.

Organization: The organization always needs sober thinking or needs an external consultant when introducing changes.

Society: Progress and success in the organization can be achieved without expensive external experts and always new approaches, simply by using "common sense". With this approach, we achieve that as many organizations as possible are dedicated to the implementation of this common sense in their processes.

Originality: The article highlights the key elements that need to be considered when introducing organizational changes in order to avoid costly external consultants.

Limitations / further research: The basis of the article is the theoretical findings of world authors from the studied field, the results of empirical research would be interesting.

Keywords: Organizational Change, Consultant, Management, Introduction of changes, Process, Consultancy industry

Idriz Selimovic 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.

Mirko Markič obtained a PhD from the Faculty of Organizational Sciences, University of Maribor in the field of organisation sciences on the topic of innovation. After twelve years of working in economy he got employed at the Faculty of Management, University of Primorska. He is a full professor in the field of management and scientific advisor and a leader or a member of 17 research projects and projects connected to economy. His bibliography includes more than 600 units from the fields of administrative and organisation sciences and public health (safety at work).
