

## Povezanost med gradniki organizacijske energije in avtopoietičnimi lastnostmi

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### Povzetek

**Raziskovalno vprašanje (RV):** Predpostavljamo, da za uresničevanje delavskega soupravljanja potrebujejo sveti delavcev energijo članov sveta delavcev ravno tako, kot organizacije potrebujejo za svoje delovanje energijo, ki jo generirajo zaposleni v procesih ustvarjanja in doseganja ciljev ter medsebojnega sodelovanja na vseh ravneh. V našem temeljnem raziskovalnem vprašanju se sprašujemo, kakšna je povezanost med gradniki organizacijske energije in avtopoietičnimi lastnostmi članov sveta delavcev.

**Namen:** Namen raziskave je bil preučiti povezanost med gradniki organizacijske energije in avtopoietičnimi lastnostmi članov sveta delavcev, saj predpostavljamo, da se višja stopnja avtopoietičnih lastnosti odraža v višji vrednosti kakovostne organizacijske energije.

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

**Rezultati:** (1) Med avtopoietičnimi lastnostmi in organizacijsko energijo članov sveta delavcev obstaja povezanost. Energiji malodušja in razjedanja se negativno povezuje z avtopoietičnimi lastnostmi, medtem ko se energiji produktivnosti in udobja pozitivno povezuje z avtopoietičnimi lastnostmi. (2) Na vse vrste organizacijske energije statistično značilno vpliva avtopoietična lastnost samozavedanje in sicer višje kot je samozavedanje, v manjši meri sta prisotni energiji malodušja in razjedanja ter v večji meri sta prisotni energiji produktivnosti in udobja.

**Organizacija:** Na osnovi izsledkov raziskave smo potrdili lastnosti članov sveta delavcev, ki prispevajo k ustvarjanju kakovostne organizacijske energije. Krepitev teh lastnosti posameznika lahko pripomore k njegovemu proaktivnemu pristopu k uresničevanju delavskega soupravljanja.

**Družba:** Prispevek družbi so pojasnjena spoznanja o vplivih avtopoietičnih lastnosti članov svetov delavcev na njihovo organizacijsko energijo.

**Originalnost:** Izvedena raziskava predstavlja prispevek k novim spoznanjem, ki bi lahko prispevala k proaktivnemu uresničevanju delavskega soupravljanja v organizacijah.

**Omejitve/nadaljnje raziskovanje:** V raziskavi smo proučevali vpliv avtopoietičnih lastnosti članov sveta delavcev na njihovo organizacijsko energijo. Na organizacijsko energijo članov sveta delavcev pa lahko vplivajo tudi drugi dejavniki, ki bi jih lahko preučevali z nadaljnjimi raziskavami.

**Ključne besede:** organizacija, delavsko soupravljanje, svet delavcev, člani sveta 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 kot tudi razvoja in raziskav. Je članica sveta delavcev in certificirana notranja

presojevalka sistema vodenja kakovosti. Njeno raziskovalno zanimanje se nanaša na zaposlene, njihove avtopoietične lastnosti in organizacijsko energijo ter na medsebojne odnose v organizaciji. Na Fakulteti za organizacijske študije pripravlja doktorsko disertacijo s področja delavskega soupravljanja v slovenskih organizacijah. Sodeluje na strokovnih konferencah in objavlja članke v domačih publikacijah.

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**Annamarie Gorenc Zoran** je redna profesorica na Fakulteti za organizacijske študije v Novem mestu, poučuje tudi na daljavo v Sloveniji in v tujini. Njen raziskovalni interes je interdisciplinarni pristop do komunikacije kot kanala za e-izobraževanje, je okvir za nenehno izboljševanje v smislu povratnih informacij o standardih kakovosti, orodje v izobraževanju in poučevanju, analitični okvir pri raziskovanju in prispevek k organizacijski znanosti. Za revijo Izzivi prihodnosti je urednica ter opravlja delo recenzentke v mednarodnih indeksiranih revijah. Aktivno deluje tudi na področju evalvacije kakovosti v visokem šolstvu. Objavila je poglavja v knjigah, številne članke ter jih predstavila na mednarodnih, nacionalnih in regionalnih konferencah.

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# The Connection between the Building Blocks of Organizational Energy and Autopoietic Endowments

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## Abstract

**Research Question (RQ):** We assumed that to achieve labour co-management or Workers' Participation, Works Councils need the energy of the Works Council members just as organisations need the energy generated by employees in the processes of creating and achieving their goals and working together at all levels. Our overarching research question examined the connection between the building blocks of Organisational Energy and the Autopoietic Endowments of Works Council members.

**Purpose:** The purpose of the research was to examine the relationship between the building blocks of Organizational Energy and the Autopoietic Endowments of Works Council members. We assumed that a higher level of Autopoietic Endowments is reflected in a higher value of quality Organizational Energy.

**Method:** We used quantitative analysis using a survey tool as our measuring tool. The questionnaires were based on two existing questionnaires and modified based on scholarly literature in our field of interest.

**Results:** (1) There is a connection between Autopoietic Endowments and Organisational Energy of Works Council members. Resigned Inertia and Corrosive Energy were negatively associated with Autopoietic Endowments, while Productive Energy and Comfortable Energy were positively associated with Autopoietic Endowments. (2) All types of Organisational Energy were statistically significantly influenced by the Autopoietic Endowments of Self-Awareness, namely the higher that Self-Awareness is, to a lesser extent were Resigned Inertia and Corrosive Energy present. In contrast, Productive Energy and Comfortable Energy were presented to a greater extent.

**Organisation:** Based on the research results, we confirmed the endowments of Works Council members that contribute to the creation of quality Organizational Energy. Strengthening these endowments can contribute to a proactive approach to the realisation of Workers' Participation.

**Society:** The contribution to society is explained by the findings on the Autopoietic Endowments of Works Council members' influences on their Organizational Energy.

**Originality:** The conducted research represents a contribution to new findings that could contribute to the proactive implementation of Workers' Participation in organisations.

**Limitations / further research:** We studied only the influence of Autopoietic Endowments of Works Council members on their Organisational Energy. The Organisational Energy of Works Council members can also be influenced by other factors, which could be studied further.

**Keywords:** Organisation, Workers' Participation, Works Council, Works Council members, Autopoietic Endowments, Organisational 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. She has technical knowledge in the field of chemical activity, which she acquired during her SOK level 5 chemistry class. She has advanced her knowledge with experience that she has gained in managing employees and organising work in both manufacturing and research and development. She is

member of the Works Council and an internal auditor of the quality system. Her research interest is related to employees, their autopoietic endowments and organisational energy, and to relationships within the organisation. At the Faculty of Organizational Studies, she is preparing a doctoral dissertation from the area of workers' participation in Slovenian organisations. She participates in professional and scientific conferences and publishes articles in scholarly publications.

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**Annamarie Gorenc Zoran** is a Professor at the Faculty of Organisation Studies in Novo mesto as well as teaches distance learning courses in Slovenia and abroad. Her research interest is an interdisciplinary approach to communication, as a channel in e-learning, a framework for continuous improvement in terms of quality standards feedback, a tool in education and teaching, as an analytical framework to research, and a contribution to management. She is the editor of the journal Challenges of the Future and is an active peer reviewer for international indexed journals. She is also active in evaluating quality in higher education. She has published book chapters, numerous articles, and presented at international, national, and regional conferences.

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