

Etično vodenje in etična klima v organizaciji

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Povzetek

Raziskovalno vprašanje (RV): Menedžerji v organizacijah se nenehno soočajo z etičnimi dilemami, zato naj bi se pri njihovem obvladovanju zavedali svoje pristojnosti in odgovornosti v ekosistemu v katerem delujejo. Temelj etičnega vodenja je kombinacija integritete, etičnih standardov in obravnave zaposlenih. Menedžerji imajo ključno vlogo pri ustvarjanju etične klime s pomočjo katere vplivajo na zaposlene. Etična klima naj bi jim služila kot zaznavna leča s pomočjo katere zaposleni diagnosticirajo, ocenjujejo in razrešujejo različne situacije v organizaciji ter jim pomagajo pri etičnih dilemah. V naši raziskavi nas bo zanimalo kateri so dejavniki etičnega vodenja in kako vplivajo na etično klimo.

Namen: Namen raziskovanja bo proučiti konstrukt etičnega vodenja in konstrukt etične klime ter njuno morebitno medsebojno povezanost.

Metoda: V osnovi bomo uporabili deskriptivno metodo dela in izvedli sistematičen pregled strokovne literature o etičnem vodenju in etični klimi objavljeni v časovnem obdobju 2000-2024. Iskanje znanstvenih člankov odprtega tipa bomo opravili v iskalnih bazah Springerlink, Science Direct, ProQuest Dissertations & Theses, Scopus in Google Scholar. Uporabili bomo naslednje ključne besede: etično vodenje, organizacijska klima, etična klima, menedžment, organizacija. Potek pridobivanja relevantnih člankov za našo raziskavo bomo prikazali s pomočjo PRISMA diagrama. Na podlagi tako pridobljenih informacij bomo identificirali raziskovalno vrzel, ki bo podlaga za formiranje raziskovalnega vprašanja, namena, ciljev in hipotez ter osnova za izvedbo kvantitativne empirične raziskave.

Rezultati: Prikazali bomo ugotovitve iz teoretičnih in empiričnih spoznanj o etičnem vodenju ter etični klimi.

Organizacija: Z izidi iz raziskave bomo opozorili na aktualnost izbrane tematike, ter potrebe po večjem zavedanju menedžerjev o etičnem vodenju ustanove in ustvarjanju etične klime, s čemer bi dosegali večje zadovoljstvo pri delu ter ugled organizacije v ekosistemu.

Družba: Nova znanja, ki jih bomo pridobili o etičnem vodenju in o etični klimi v analiziranih organizacijah bodo imela pozitiven vpliv na družbeni ekosistem ter njegov trajnostni razvoj.

Originalnost: Pridobili bomo nove informacije o konstruktih etičnega vodenja in etične klime ter povzeli spoznanja iz doslej opravljenih empiričnih raziskav.

Omejitve/nadaljnje raziskovanje: Omejitev raziskave, ki jih bomo zaznali med izvedbo teoretičnega in empiričnega dela raziskovanja, bodo vsebinske in metodološke.

Ključne besede: etično vodenje, etična klima, menedžment, organizacija, vodenje.

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 na vodstvenih delovnih mestih v izobraževalnih institucijah in kot predavateljica predmetov s področja menedžmenta v visokem šolstvu. 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.

Mirko Markič je doktoriral na Fakulteti za organizacijske vede Univerze v Mariboru s področja organizacijskih ved na temo inoviranja. Po dvanajstih letih delovanja v avtomobilski industriji se je zaposlil na Fakulteti za menedžment 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 690 enot s področja upravnih in organizacijskih ved ter javnega zdravstva (varstvo pri delu).

Ethical Leadership and Ethical Climate in the Organization

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Abstract

Research Question (RQ): Managers in organizations are constantly faced with ethical dilemmas, so when dealing with them, they should be aware of their authority and responsibility in the ecosystem in which they operate. The basis of ethical leadership is a combination of integrity, ethical standards and treatment of employees. Managers play a key role in creating an ethical climate through which they influence employees. The ethical climate should serve them as a perceptive lens with the help of which employees diagnose, evaluate and resolve various situations in the organization and help them with ethical dilemmas. In our research, we will be interested in what are the factors of ethical leadership and how they affect the ethical climate.

Purpose: The purpose of the research will be to examine the construct of ethical leadership and the construct of ethical climate and their possible interrelationship.

Method: Basically, we will use a descriptive method of work and carry out a systematic review of professional literature on ethical leadership and ethical climate published in the period 2000-2024. We will search for open-type scientific articles in the Springerlink, Science Direct, ProQuest Dissertations & Theses, Scopus and Google Scholar search databases. We will use the following keywords: ethical leadership, organizational climate, ethical climate, management, organization. The process of obtaining relevant articles for our research will be shown with the help of a PRISMA diagram. Based on the information obtained in this way, we will identify a research gap, which will be the basis for forming the research question, purpose, goals and hypotheses, as well as the basis for conducting quantitative empirical research.

Results: We will present findings from theoretical and empirical knowledge about ethical leadership and ethical climate.

Organization: With the results of the survey, we will draw attention to the topicality of the selected topic, and the need for greater awareness of managers about the ethical leadership of the institution and the creation of an ethical climate, thereby achieving greater job satisfaction and the reputation of the organization in the ecosystem.

Society: The new knowledge that we will acquire about ethical leadership and the ethical climate in the analysed organizations will have a positive impact on the social ecosystem and its sustainable development.

Originality: We will gain new information on the constructs of ethical leadership and ethical climate and summarize the findings of empirical research conducted so far.

Limitations / further research: The limitations of the research, which will be perceived during the implementation of the theoretical and empirical part of the research, will be substantive and methodological.

Keywords: ethical leadership, ethical climate, management, organization, leadership.

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 on management positions in educational institutions 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.

Mirko Markič received his doctorate in the field of organizational sciences on the subject of innovation from the Faculty of Organizational Sciences of the University of Maribor. After twelve years of working in the automotive industry, he started working at the Faculty of Management of the University of Primorska. He is a professor in the field of management and a senior research fellow, as well as the leader or a member of 17 research projects and economy projects. His bibliography includes more than 690 publications from the field of administrative and organizational sciences and public health (occupational safety).