

POVZETEK

Raziskovalno vprašanje (RV): Raziskava obravnava vprašanje, kako zaposleni prepoznajo vpeljevanje elementov coachinga v smislu izboljšanja vodenja in komunikacije, prevzemanja odgovornosti za doseganje skupnih in osebnih ciljev, ustvarjanja pozitivne organizacijske klime ter večje učinkovitosti pri delu.

Namen: Ugotoviti povezavo med vodenjem in coachingom. Ugotoviti uporabo elementov poslovnega coachinga pri vodenju in povezati z učinkovitostjo doseganja zastavljenih organizacijskih ciljev.

Metoda: Preučevana tema je izpeljana z metodo ankete. Uporabljen je bil vprašalnik z Likertovo ocenjevalno lestvico. Raziskovana je bila percepcija vodenja z elementi coachinga. V anketo so vključeni zaposleni v farmacevtskem podjetju.

Rezultati: V raziskavi smo ugotovili, da zaposleni zaznavajo vodenje s pomočjo coachinga. Vodje v organizaciji uporabljajo znanje coachinga za doseganje pozitivne klime, dogovorjenih ciljev, pri pogovorih s sodelavci, ki so tudi seznanjeni s pristopi coachinga.

Organizacija: Povečanje zavedanja, kako pomembno je učinkovito vodenje, razvijanje veščin vodenja in dela z ljudmi ter vpeljevanja elementov coachinga za doseganje zastavljenih ciljev in boljšo organizacijsko klimo.

Originalnost: Izvirnost raziskave je osebna zasnova na podlagi delovnih izkušenj in opravljanju del na področju vodenja zaposlenih z elementi poslovnega coachinga.

Omejitve/nadaljnje raziskave: Raziskava je omejena na Sektor za proizvodnjo zdravil v farmacevtskem podjetju. Kot priložnost za nadaljnje raziskovanje lahko podjetje preveri vpeljevanje elementov coachinga, kot način dobre komunikacije, in doseganja boljše organizacijske klime ter organizacijskih ciljev med vsemi zaposlenimi.

Ključne besede: vodenje, poslovni coaching, coach, komunikacija.

ABSTRACT

Management with coaching

Research question (RQ): The theme of the diploma thesis is management done by coaching. in terms of improving governance and communication, taking responsibility for the achievement of social and personal goals, creating a positive organizational climate and greater efficiency.

Purpose: Identify the link between leadership and coaching. Clearly the use of elements of business coaching in management and efficiency associated with achievement of the organizational goals.

Method: Studied topic is derived by the method of the survey. This has been used a questionnaire with Likert rating scale. Investigated the perception of management with elements of coaching. The survey covers the employees of the pharmaceutical company.

Results: The results in the research show that management with the help of coaching is very obvious. The managers in the organization use it to achieve positive climate, goals set, when they have meetings with colleagues who are also familiar with coaching approaches.

Organization: In Krka they are aware of the fact that efficient management is very important so they have constant trainings, develop management skills and work with people. In all companies managers set goals, take measures to achieve them and control their realization. People who set goals, take measures to achieve them, control their realization, plan and organize things are called leaders.

Originality: The originality of the research is a personal plan based on working experience and dealing with tasks in the field of management.

Limitations/further research: The research is limited only to the Sector for medicines production in the pharmaceutical company. The areas investigated are management and coaching.

Key words: management, business coaching, coach, communication.