

UDK 674:65.01:(497.12)

Prispelo / Received: 08.01.2003
Sprejeto / Accepted: 25.04.2003

Izvirni znanstveni članek
Original scientific paper

VPLIV RAVNANJA Z ZAPOSLENIMI IN ORGANIZACIJSKE KULTURE NA PRILAGODLJIVOST POSLOVANJA SLOVENSКИH LESNOINDUSTRIJSКИH PODJETIJ

Jože KROPIVŠEK*

Izvleček

Ravnanje z zaposlenimi in njihovimi zmožnostmi ter organizacijska kultura imata pomemben vpliv na zagotavljanje (spremenljivemu) okolju prilagojenega in prilagodljivega poslovanja. To seveda velja tudi za (slovenska) lesnoindustrijska podjetja. Teoretično je ta vpliv povezan predvsem z znanjem, prek katerega je vzpostavljena (praktična) povezava z inovativno dejavnostjo, izrabo zmožnosti zaposlenih, njihovim izobraževanjem in usposabljanjem ter odnosi med njimi. S teoretično analizo smo ugotovili (potrebne) spremembe na obravnavanem organizacijskem področju, ki so predvsem posledica sprememb v okolju. Teh sprememb je veliko, niso pa vse enako pomembne. Glede na ugotovljene pomanjkljivosti v slovenskih lesnoindustrijskih podjetjih, ki smo jih ugotavljali s pomočjo metode klasičnega vprašalnika, smo poiskali in nakazali možne rešitve trenutnega stanja v teh podjetjih, kar je bil tudi eden izmed ciljev te raziskave.

Ključne besede: ravnanje z zaposlenimi, lesnoindustrijsko podjetje, organizacijska kultura

THE IMPACT OF HUMAN RESOURCES MANAGEMENT AND ORGANIZATIONAL CULTURE ON ADAPTABILITY OF SLOVENIAN WOOD-INDUSTRY FIRMS

Abstract

Human resources management and organizational culture have a significant impact on assuring adapted and adaptable business operations due to (changeable) environment. This fact is also evident in (Slovenian) wood-industry firms. Theoretically, this impact is associated with knowledge, which is in practice closely linked with innovativeness, exploitation of the employees' s abilities, their training and with relationships between employees in the firms. Thus, the theoretical analysis in this article shows (needed) organizational changes in discussed topics as a result of many changes in the environment. Many such changes were found which, however, are not equally important. In view of some deficiencies established in Slovenian wood industry firms with the aid of the opinion pool method, we have indicated possible solutions for the current situation in those firms. This was one of the main objectives of the carried out research.

Key words: human resources management (HRM), wood industry firms, organizational culture

* Biotehniška fakulteta, Oddelek za lesarstvo, Rožna dolina c. VIII/34, 1001 Ljubljana, SVN

VSEBINA
CONTENTS

1	UVOD	
	INTRODUCTION	7
2	HIPOTEZA IN CILJI	
	HYPOTHESIS AND OBJECTIVES.....	8
3	METODE	
	METHODS	9
4	REZULTATI IN RAZPRAVA	
	RESULTS AND DISCUSSION.....	10
5	ZAKLJUČNA DISKUSIJA	
	FINAL DISCUSSION.....	23
6	ZAKLJUČKI	
	CONCLUSIONS	26
7	SUMMARY	26
8	VIRI	
	REFERENCES	28
	ZAHVALA	
	ACKNOWLEDGEMENTS.....	29