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## ÖRGÜTSEL YAPILARDA İNOVASYON VE PRESENTEEİSM KAVRAMLARININ İLİŞKİLERİ

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# GİRİŞ

Küreselleşme ve küresel rekabet günümüzün hızla değişen iş dünyasında organizasyonların birbirinden farklarının ortaya çıkmasında önemli bir etkiye sahiptir. Zaman göstermektedir ki, teknolojiadaki hızlı değişim organizasyonun modellerini ve yönetim anlayışlarını da değiştirmektedir. Bu süreçte örgütsel yaratıcılığın ve yenilikçiliğin sürekli rekabet ortamında işletmelerin başarısında kilit rol oynadığı görülmüştür. Bilgi ve iletişimin yarattığı küreselleşme sonucunda, ekonomik ilişkiler gelişip yaygınlaşmış, ideolojik farklılıklar azalmış, dünya çapında bir liberalleşme sürecine girilmiştir (Arıboğan, 1993, s.54).

Küresel rekabetin ve değişimin sonucunda ortaya çıkan yönetim kavramlarından biri de personelin güçlendirilmesi kavramıdır. Personelin yetki ve sorumluluğunu artırmak olarak açıklayabileceğimiz (İşletmelerde Empowerment Yolları: Çalışanların Gücü - Empowerment Ways In Businesses: Employee Empowerment) personelin güçlendirilmesi işletmelerin en önemli rekabet aracı olan insan kaynağından en yüksek verimin elde edilmesi için bir zorunluluk haline gelmiştir. Birçok işletme yöneticisi ve bilim adamı işletmelere rekabet avantajı sağlayan asıl kaynağın işletmenin personeli olduğunu ve başarıya ulaşabilmek için bütün personelin sağlanması gerektiğini kabul etmektedir.

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## ANNEX

The questionnaire used in the study

This questionnaire was prepared for a scientific study. Answers will be kept confidential.

Sector

1 ( ) Public (your institution .....

2 ( ) Private (your institution .....

**If private;**

1 ( ) Metal

2 ( ) Machinery

3 ( ) Mining

4 ( ) Food

5 ( ) Plastic

6 ( ) Construction

7 ( ) Furniture

8 ( ) Textile

9 ( ) Automotive Supply Industry

10 ( ) Other .....

**Your Position / Title:**

1 ( ) Owner / Partner

2 ( ) Public Manager

3 ( ) Private Sector Manager

4 ( ) Other

**Age**

( ) 18-25

( ) 26-36

( ) 31-35

( ) 36-40

( ) 41-45

( ) 46+

**Education**

( ) Private School

( ) High School

( ) Associate School

( ) University ( ) Post-Graduate

**Working Period**

( ) Less than 1 year

( ) 1-3 years

( ) 4-7 years

( ) 8-10 ears

( ) 11-20 years

( ) More than 20 years

**Gender**

( ) Female

( ) Male

**Marital Status**

( ) Married

( ) Single

( ) Other

If Married Number of Children ....

**You are most interested in**

( ) Society / Culture

( ) Science / Technology

( ) Career

( ) Economics

( ) Politics

( ) Other .....

<b>TICK ON THE MOST SUITABLE OPTION FOR EACH FOLLOWING</b>					
	1-Very Low	2-Low	3-Medium	4-More	5-Too Much
Did you volunteer in any local working group?	1	2	3	4	5
Have you participated in any local community activity in the last six months?	1	2	3	4	5
Are you an active member of any local club or association, such as sports, crafts or other social clubs?	1	2	3	4	5
Are you an active member of the management or organization committee of any local club or association?	1	2	3	4	5
In the last three years, have you joined the local committee for any emergency response?	1	2	3	4	5
In the last three years, have you volunteered for a social project in the community?	1	2	3	4	5
Have you voluntarily participated in a project to perform a new service in your working field in an organization such as youth centers, scout centers, childcare, and entertainment for the disabled?	1	2	3	4	5
Have you ever collected garbage left by other people in public places?	1	2	3	4	5
Would you go to another neighborhood/city to visit your family or relatives?	1	2	3	4	5
Do you know where to find the information you need to make an important decision?	1	2	3	4	5
If you have an opposing view on something that everyone other agrees, would you explain them your disagreement reasons?	1	2	3	4	5
Would you take the initiative if necessary, even if you were not asked or told?	1	2	3	4	5



When you disagree with any of your neighbors, would you be willing to take a compromise?	1	2	3	4	5
Did you help your colleague in last week with something that was not your responsibility?	1	2	3	4	5
Do you feel safe walking in your neighborhood after dark?	1	2	3	4	5
Do you believe that most people are reliable?	1	2	3	4	5
If someone's car breaks down in front of your house, can you help him/her?	1	2	3	4	5
Is your neighborhood known as a reliable place?	1	2	3	4	5
Would you feel safe within your group like you are with family?	1	2	3	4	5
Do you ask help from your neighbors when you need it?	1	2	3	4	5
Suppose you are looking after a child and you have to go out immediately, would you ask your neighbor for help?	1	2	3	4	5
Did you visit any of your neighbors last week and take care of it?	1	2	3	4	5
Would you be happy to meet your neighbors or acquaintances when you go shopping?	1	2	3	4	5
In the past six months, have you done a favor to a sick neighbor?	1	2	3	4	5
During the last week, did you make phone calls with friends or family?	1	2	3	4	5
Did you talk to friends or family yesterday?	1	2	3	4	5