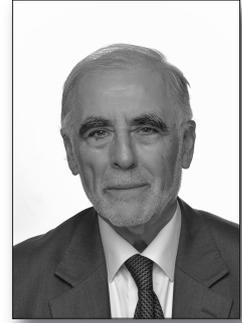


FROM THE PRESIDENT OF THE SLOVENIAN ACADEMY OF MANAGEMENT

RUDI ROZMAN

University of Ljubljana



Dear Reader,

The second issue of Dynamic Relationships Management Journal (DRMJ), the journal of the Slovenian Academy of Management (SAM), is before you. We faced a problem at the start of its preparation. The editor, Prof. Adriana Rejc Buhovac, was quite busy working on some other urgent projects and was not able to start and manage the preparation of the second issue. Thus, we were faced with the problem of finding and appointing a new editor. We invited Jože Kropivšek from the Biotechnical Faculty of the University of Ljubljana to accept this important and demanding task. After some consideration, he accepted the role of the editor. Knowing him, we are sure that he will do an excellent editorial job and that under his guidance the next issues will be published in due time, and the quality of articles will be improving.

Assistant Professor Kropivšek is a lecturer and researcher at the Biotechnical Faculty. The main topic of his research is business process management with an emphasis on both strategic management and implementation possibilities. He is working on contemporary approaches for the implementation of information systems, especially in production-oriented business. He is a member of the international association WEMA and various scientific boards for international scientific conferences. He is also the founding member of the Slovenian Academy of Management and actively involved in its activities. He is the author of many scientific and professional articles and some professional monographs. He lectures in management and organisation courses.

Five articles appear in this issue of the journal. The first one, "The Connection between Firms' Organisational Quality and their Economic Results" written by Marko Pregeljč, Ph.D., is connected with

two articles, especially the one from Prof. Miran Mihelčič in the first issue, which dealt with the Slovenian theory of organisation defined as a system of dynamic rationality-assuring relationships. Whereas the aforementioned two articles determined and discussed the Slovenian theory, the first one in comparison to the other theories and the second one looking for the most relevant relationships, the Pregeljč article represents the influence of organisation on economic results. To present this connection, the author determines the quality of organisation as system of dynamic relationships and their mutual connections as well as economic results. An empirical study of Slovenian enterprises determining the quality of the organisation within enterprises and its connection to business results has been conducted by the author. The results of the research are shown and discussed.

The second article, "Relationship between Management and Leadership and Characteristics of Slovenian Managers", is by Milena Kramar Zupan, Ph.D. She discusses the highly common problem of the relationship between management and leadership. In the theoretical part of the article, different views of this relationship are discussed. The author attempts to prove that leadership represents part of management and that both have been changed and developed through time connected to the overall development of enterprises. Within the empirical part, the author conducts research and discusses management within Slovenian enterprises: how much of Slovenian managers' time is devoted to management, to different managerial functions, especially leadership, and what kind of leadership is mostly used; production- or employee-oriented, and transactional or transformational?

The third article, "Change Communication: Facts and Fictions", deals with the communication problems. Authors Juergen Muehlbacher and Raoul Seifert from Vienna University of Economics and Business emphasize the strategic role of communication about change: vision and goals to give employees direction and hope. The authors offer an empirical survey of different tools and their attribution concerning informational aspects and behavioural influence in the context of a present-day merger in the banking sector.

The next article, "Engagement: The Importance of Engaging Employees in Times of Rapid Change", is by consultant Ole Bloch Jensen. Employee engagement is becoming a serious organisational issue. The author shows through examples that employee engagement is rather low and sees the opportunity to increase individual and organisational outcomes and the profitability of enterprises. Engagement is understood as a synergy of different concepts. The emphasis is on the improvement of employee engagement within enterprises based on the process of creating cultural values and increasing the soft skills of managers.

The last article, "The Influence of Organisational Culture on the Performance of Enterprises – The Case of BH Pošta", was prepared by Bosnian student Adin Šendro, MBA and deals with the organisational culture and its influence on companies' performance. This relationship is discussed theoretically and empirically within the Bosnian postal company. The "role culture" is found to be the most influential in three departments; there are also values of process and power culture. The existent culture in BH Pošta is in line with contingency variables, especially national culture, technology and environment. Due to the congruence between contingency variables and the prevailing culture, performance is good. However, due to changes in technology and the environment, the organisational and national culture will have to change.

I am quite sure that everybody will discover fascinating findings and opinions in this edition of the journal. Let me use this opportunity of to also briefly mention some other activities of the Slovenian Academy of Management. It is the main task of the academy to contribute to the develop-

ment of knowledge and practice on management, corporate governance and organisation within formal social units.

Another journal, published in the Slovenian language, "Izzivi managementu" (Challenges to Management) is issued twice a year in web form. This journal is more practically oriented to help managers in their work, whereas the DRMJ is more theoretical. However, both are intended to be useful to academics and managers, helping them to increase their knowledge on management and connected areas.

SAM organises a conference on management and organisation each year: alternately Slovenian and international conferences. In 2013, SAM will organise a Slovenian conference on multicultural management issues, and in 2014 an international conference on organisational learning and knowledge management will take place. Within SAM, debate circles are organised, and discussion on different managerial issues is conducted through the internet. Sections for professional language, research and development, education and publishing have been established and are working.

A variety of different activities enables most of the members to be actively involved. However, we look at the DRMJ journal as perhaps the most prominent among our activities. It is the aim of the journal to make Slovenian readers familiar with contemporary organisational and managerial issues as well as to acquaint foreign readers with the Slovenian organisational and managerial theory. Because of the importance of DRMJ, we would like to publish as many good articles as possible. Therefore, we again invite and welcome academics and professionals to contribute to our journal, and to share with readers their knowledge on management. Manuscripts can include theoretical and empirical research, literature reviews, management development, discussion of organisational issues, etc. The connecting element of contributions is the relationships and interactions based understanding of organisation and management.

Rudi Rozman,
President of SAM