



FOCUS ON INNOVATION AND EDUCATION AS A PREREQUISITE FOR SUSTAINABLE DEVELOPMENT

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Summary:

Basic precondition for organisations wanting to ensure sustainable development is constant development of their human potential, which represents the ability of organisations to generate new ideas, subsequently put into innovations, while they are also able to ensure the key part which is the implementation of these innovations itself. Deliberate creation and usage of human potential is a precondition of building and development of strengths and competitive advantages of organisations. If organisations want to be “innovative” they should have several characteristic features. In our contribution, we focused on two of them – binding engagement of company management in innovations and creation of so called learning organisation environment. In the questionnaire survey conducted at the School of Economics and Management in Public Administration in Bratislava, we focused on finding out whether and in what extent the given characteristics are dealt with by organisations operating in Slovakia. Analysis of 340 organisations implies that organisations realize direct impact of intensity of innovation and education of employees on their sustainable development at the theoretical level, however, their practical focus on individual characteristics is insufficient. Due to the given reason, we recommended a set of questions with a variety of closed answers on the basis of which organisations are able to find out, using summary tables, where their bottlenecks are.

Keywords:

innovative organisation, learning organisation, present state analysis, human resources management



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