

Abstract

The subject of the thesis "Aspects of corporate culture from the viewpoint of Christian ethics" is to analyze the phenomenon of corporate culture in the perspective of Christian ethics and the requirements of sustainable development as the basic prerequisite for sustainable development of life on Earth. An integral part of the research is to explore the terms under which employees are willing not only to meet the tasks set by their employers, but also provide their best abilities and skills for the good of their enterprise.

"Learning organization", Christian ethics in the organization and the principles of sustainability are the three discourses which are involved. The theoretical part of the thesis summarizes the theoretical knowledge about corporate culture and its meaning, its specific type of "learning organization", Christian ethics and especially the Catholic morality applied in terms of business administration while respecting sustainability for quality of life and the environment.

Comprehensive evaluation of whether and to what extent the ideal corporate culture of "learning organization" meets the Christian ethics requirements are stated in the conclusion of the thesis, where are also summarized suggestions and recommendations to eliminate some of the shortcomings of this type of corporate culture from the standpoint of Christian ethics. At the same time it is evaluated under which conditions the employees are willing not only to fulfill their assigned tasks, but they will also come up with their own recommendations on how to improve business processes and the enterprise life.

A key theme is the search for possibilities and limits of linking the goals of the organization and objectives of its employees. In this sense, I focus at maximal penetration of the view of the organization and its management with the view of the employees. From the perspective of the organization and its management it is the process of maximizing the penetration model of "learning organization" which is the use of all available enterprise resources, including human, the employees' view, which is filled with free, integrated and meaningful application of their abilities. Throughout the work, primarily in the findings, I show the extent to which both views reach beyond their contingent, but to some extent also critically hamper a mere narrowly conceived performance and business efficiency. This complex view leads to fuller mutual human recognition, self-esteem and harmony of relationships to fellow men as well as to the Earth itself.

The contribution of the work I see in a comprehensive approach to the three discourses. The thesis describes not only the comparison of the selected type of corporate culture and Christian ethics, but it is also shown in the justification and rationale for the requested application of the principles of Christian ethics in business practices with regard to meaningful economic and corporate life. An integral part is then the reflection on the topic of management of corporate culture and to what extent it is possible to influence the culture.

Keywords

Corporate culture, Christian ethics, morals, business, people, management, employee, performance.