Abstract

This thesis deals with isolation of individuals and workgroups within an organization. Isolation of the individual is here seen to be associated with its ability to adapt to working environment. Also pay attention to factors that can contribute significantly to the isolation of the individual and those are conflicts within the working group and poor workplace relations. The next section describes the essence of formation of isolation of a working group, which may be based on processes that are reasonably necessary for the functioning of the group, in its extreme extent, may have a negative effect on the group. Isolation should be seen as an impulse for change, which is closely related to the ability of learning. For this reason, the work also included the issue of organizational change, education of individuals and the use of creative techniques. These procedures can also serve as a prevention of isolation. I included my practical knowledge in this area in a case study that describes the situation in the working group, which is already in isolation and in connection with the phenomena that occur in this group, some members feel isolated.

Key words

Isolation, adaptation, groupthink, change, employees education, working group, creativity, learning