

ČLOVEŠKI VIRI V JAVNI UPRAVI

UČNI NAČRT PREDMETA/COURSE SYLLABUS

Predmet:	Človeški viri v javni upravi
Course title:	HUMAN RESOURCE MANAGEMENT IN PUBLIC SECTOR
Članica nosilka/UL Member:	UL FU

Študijski programi in stopnja	Študijska smer	Letnik	Semestri	Izbirnost
Management v upravi, druga stopnja, magistrski	Ravnanje s človeškimi viri (smer)	2. letnik	Celoletni	izbirni

Univerzitetna koda predmeta/University course code:	0069383
Koda učne enote na članici/UL Member course code:	574

Predavanja /Lectures	Seminar /Seminar	Vaje /Tutorials	Klinične vaje /Clinical tutorials	Druge oblike študija /Other forms of study	Samostojno delo /Individual student work	ECTS
21	11			118	60	7

Nosilec predmeta/Lecturer: Tatjana Kozjek, Valentina Franca

Vrsta predmeta/Course type: Strokovno izbirni/Professional elective

Jeziki/Languages:

Predavanja/Lectures:	Angleščina, Slovenščina
Vaje/Tutorial:	Angleščina, Slovenščina

Pogoji za vključitev v delo oz. za opravljanje študijskih obveznosti: Ni.

Prerequisites: No prerequisites.

Vsebina:

1. Uvod v predmetno področje
2. Metodologija reševanja organizacijskih problemov
3. Motivacija in zadovoljstvo z delom
4. Izobraževanje in razvoj zaposlenih
5. Etika v javni upravi
6. Organizacijski ukrepi v javni upravi
7. Organizacijska in upravna kultura
8. Ravnanje s človeškimi viri v prihodnosti

Content (Syllabus outline):

1. Introduction
2. Methods and functions of HRM
3. Employee motivation
4. Training and development
5. Ethics in public sector
6. Job analysis and job design
7. Public sector culture
8. Developments in HRM

Temeljna literatura in viri/Readings:

- Bredeson, D. & Goree, K. (2012). Ethics in the Workplace. 3rd edition, South-Western Cengage Learning, USA.

- Brewster, C & Hegewisch, A. (2017). Policy and Practice in European Human resources management. The Price Waterhouse Cranfield Survey. Routledge Taylor & Francis, London and New York.
- Pynes, J. E. (2013). Human Resources Management for Public and Nonprofit Organizations: A Strategic Approach. 4th Edition. Jossey-Bass: San Francisco.

Cilji in kompetence:

Študent:

- preizkusi in primerja slovensko ureditev in prakso z ureditvami v nekaterih državah Evropske zveze.
- razume bistvene značilnosti ravnanja s človeškimi viri, njegovo evropsko perspektivo, procese spreminjanja tega področja v Evropski zvezi in nujnost nastajanja novih organizacijskih oblik
- razlikuje med pristopi pri ravnanju s človeškimi viri
- ovrednoti nove pristope pri ravnanju s človeškimi viri
- izvede primerjalne študije, razvije kritično distanco tako do teoretskih kot empiričnih virov, sposobnost analize konkretnih primerov pa mu daje podlago za reševanje organizacijskih problemov.

Kompetence:

- razumevanje značilnosti ravnanja s človeškimi viri v slovenskem in evropskem prostoru
- sposobnost načrtovanja in uveljavljanja novih organizacijskih oblik ter pristopov pri ravnanju s človeškimi viri
- sposobnost motiviranja javnih uslužbencev
- sposobnost razlaganja in utrjevanja vrednot sodobne javne uprave
- sposobnost samostojnega raziskovanja problemov na predmetnem področju v javni upravi.

Objectives and competences:

Student:

- examine and compare the Slovenian legislation and practice with the arrangements in some countries of the European Union.
- understand the main features of human resource management, its European perspective, processes of change in this area in the European Union and the necessity of creating new organizational forms
- distinction between approaches to human resources management
- evaluate new approaches to human resources management
- carried out a comparative study to develop a critical distance to both theoretical and empirical sources, ability to analyze concrete cases, it lays the groundwork for solving organizational problems.

Competencies:

- ability to comprehend the characteristics of HRM in Slovenian and EU context
- ability to plan and implement new organisational forms and approaches in HRM
- ability to motivate public servants
- ability to explain and consolidate the values of modern public administration
- ability to independently research problems in designated areas in public administration.

Predvideni študijski rezultati:

Študent razume procese v javni upravi in vlogo ljudi v njej. Sposoben je analizirati in razumeti zahtevne teoretične in empirične vire s proučevanega področja ter opraviti kritično analizo primerov v praksi.

Intended learning outcomes:

The student understands the processes of public administration and the role of people in it. He is able to analyze and understand complex theoretical and empirical resources by field of study and carry out a critical analysis of cases in practice.

Metode poučevanja in učenja:

- predavanje
- seminar
- študij primera
- e-učenje
- seminarsko/projektno delo

Learning and teaching methods:

1. lecture
2. seminar
3. case study
4. e-learning
5. seminar/project work

Načini ocenjevanja:	Delež/Weight	Assessment:
seminarska naloga	40,00 %	Seminar paper
pisni izpit in/ali ustni izpit	60,00 %	written (and / or oral) examination

Reference nosilca/Lecturer's references:

- KOZJEK, Tatjana, FERJAN, Marko, ŽNIDARŠIČ, Anja. Perception of job security - empirical evidence from Slovenia. *Journal of East European management studies*, ISSN 0949-6181, 2017, vol. 22, no. 3, str. 287-314, ilustr., doi: [10.5771/0949-6181-2017-3-287](https://doi.org/10.5771/0949-6181-2017-3-287).
- PEČARIČ, Mirko, KOZJEK, Tatjana. From rational to more rational standards of proof. *International journal of public policy*, ISSN 1740-0619, 2016, vol. 12, no. 3/4/5/6, str. 115-129, ilustr. <http://www.inderscience.com/offer.php?id=79729>, doi: [10.1504/IJPP.2016.10000524](https://doi.org/10.1504/IJPP.2016.10000524).
- TOMAŽEVIČ, Nina, KOZJEK, Tatjana, STARE, Janez. Does a voluntary job change affect work-family balance. *International business research*, ISSN 1913-9004, Feb. 2015, vol. 8, no. 2, str. 1-15, graf. prikazi, tabele, doi: [10.5539/ibr.v8n2p1](https://doi.org/10.5539/ibr.v8n2p1).
- KOZJEK, Tatjana, FERJAN, Marko. Organizational flexibility, employee security and organizational efficiency : a case study of Slovenian public and private sector organizations. *Organizacija : revija za management, informatiko in kadre*, ISSN 1318-5454. [Tiskana izd.], feb. 2015, vol. 48, no. 1, str. 3-22, tabele. <http://organizacija.fov.uni-mb.si/index.php/organizacija/article/view/610/1034>, doi: [10.1515/orga-2015-0001](https://doi.org/10.1515/orga-2015-0001).
- TOMAŽEVIČ, Nina, KOZJEK, Tatjana, STARE, Janez. The consequences of a work - family (im)balance : from the point of view of employers and employees. *International business research*, ISSN 1913-9012. [Online ed.], 2014, vol. 7, no. 8, str. 83-100. <http://www.ccsenet.org/journal/index.php/ibr/article/view/38975/21571>, doi: [10.5539/ibr.v7n8p83](https://doi.org/10.5539/ibr.v7n8p83).
- KOZJEK, Tatjana, TOMAŽEVIČ, Nina, STARE, Janez. Work-life balance by area, actual situation and expectations : the overlapping opinions of employers and employees in Slovenia. *Organizacija : revija za management, informatiko in kadre*, ISSN 1318-5454. [Tiskana izd.], feb. 2014, vol. 47, no. 1, str. 35-51, tabele, graf. prikazi. <http://organizacija.fov.uni-mb.si/index.php/organizacija/article/download/547/984>, doi: [10.2478/orga-2014-0004](https://doi.org/10.2478/orga-2014-0004).
- FRANCA, Valentina, DOHERTY, Michael. The scope of labour protection in the era of new forms of work : an EU perspective. V: SARIPEK, Doğa Başar (ur.), YENIHAN, Bora (ur.), FRANCA, Valentina (ur.). *A critical review of social sciences : contemporary issues*. London: Frontpage, 2019. Str. 437-451. ISBN 978-93-81043-33-2. [COBISS.SI-ID [5296302](https://www.cobiss.si/id/5296302)]
- FRANCA, Valentina. Med teorijo in prakso : vsebine izobraževanja in usposabljanja v kolektivnih pogodbah dejavnosti. *Delavci in delodajalci : [revija za delovno pravo in pravo socialne varnosti]*. 2018, letn. 18, [št.] 4, str. 609-632. ISSN 1580-6316. [COBISS.SI-ID [291666](https://www.cobiss.si/id/291666)]
- FRANCA, Valentina. Bodo od evropskega socialnega dialoga ostali samo še nezavezujoči dogovori? : pregled in analiza obstoječih praks. *Delavci in delodajalci : [revija za delovno pravo in pravo socialne varnosti]*. 2017, letn. 17, [št.] 4, str. 475-493. ISSN 1580-6316. [COBISS.SI-ID [277842](https://www.cobiss.si/id/277842)]