

MANAGEMENT RAZNOLIKOSTI V ORGANIZACIJAH JAVNEGA SEKTORJA

UČNI NAČRT PREDMETA/COURSE SYLLABUS

Predmet:	Management raznolikosti v organizacijah javnega sektorja
Course title:	Diversity management in public sector organizations
Članica nosilka/UL Member:	UL FU

Študijski programi in stopnja	Študijska smer	Letnik	Semestri	Izbirnost
Management v upravi, druga stopnja, magistrski (od študijskega leta 2024/2025 dalje)	Ni členitve (študijski program)	2. letnik	1. semester	izbirni

Univerzitetna koda predmeta/University course code:	0643376
Koda učne enote na članici/UL Member course code:	2217

Predavanja /Lectures	Seminar /Seminar	Vaje /Tutorials	Klinične vaje /Clinical tutorials	Druge oblike študija /Other forms of study	Samostojno delo /Individual student work	ECTS
25	9			56	90	6

Nosilec predmeta/Lecturer: Sabina Bogilović, Tatjana Kozjek

Vrsta predmeta/Course type: izbirni/core

Jeziki/Languages:

Predavanja/Lectures:	Angleščina, Slovenščina
Vaje/Tutorial:	

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

Splošni pogoji za vpis v program.	Prerequisites: General conditions for enrolment in the program.
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Vsebina:	Content (Syllabus outline):
<ol style="list-style-type: none">Opredeletitev in razvoj managementa raznolikosti v javnih organizacijah.Prednosti in slabosti managementa raznolikosti v javnih organizacijah.Medkulturni management v javnih organizacijah.Management raznolikosti glede na spol in invalidnost.Management starajočih se zaposlenih v javnih organizacijah.Etični vidiki managementa raznolikosti v javnih organizacijah.Kulturna inteligentnost v javnih organizacijah.Management pogajanj v raznolikem okolju javnih organizacij.	<ol style="list-style-type: none">Definition and development of diversity management in public organizationsAdvantages and disadvantages of diversity management in public organizationsCross-cultural management in public organizationsGender and disability diversity managementAge management in public organizationsEthical aspects of diversity management in public organizationsCultural intelligence in public organizations.Management of negotiations in a diverse environment of public organizations

9. Management odločanja v raznolikem okolju organizacij javnega sektorja.	9. Managing decision making in a diverse environment of public sector organizations
10. Organizacijske politike za enakost in vključevanje različnih skupin v organizacije.	10. Organizational policies for equality and inclusion of diverse groups in organizations
11. Management raznolikosti v javnih organizacijah v EU.	11. Managing diversity in public organizations in the EU
12. Vpliv globalne mobilnosti na management raznolikosti.	12. Impact of global mobility on diversity management

Temeljna literatura in viri/Readings:

- Szkudlarek, B., Romani, L., Caprar, D. V., in Osland, J. S. (Eds.). (2020). The Sage handbook of contemporary cross-cultural management. Sage.
- Dhakal, S., Cameron, R., in Burgess, J. (Eds.). (2022). A Field Guide to Managing Diversity, Equality and Inclusion in Organisations. Edward Elgar Publishing.
- Klarsfeld, A., Knappert, L., Kornau, A., Ng, E., in Ngunjiri, F. W. (2022). Research handbook on new frontiers of equality and diversity at work.

Cilji in kompetence:

Cilji:

Študent:

- analizira management raznolikosti v javni organizaciji,
- oceni management raznolikosti v javni organizaciji,
- se zna ustrezno odločiti in pogajati v raznolikem delovnem okolju v javnih organizacijah,
- aplicira kulturno inteligentnost,
- menedžira raznoliko skupino v organizaciji.

Predmetno specifične kompetence:

- spodobnost ovrednotenja raznolikosti v delovnem okolju,
- sposobnost uporabe kulturne inteligentnosti v raznolikem delovnem okolju,
- sposobnost odločanja v raznoliki delovni skupini v javnih organizacijah,
- spodobnost pogajanja v raznoliki delovni skupni v javnih organizacijah,
- sposobnost menedžiranja raznolike delovne skupni v javnih organizacijah.

Objectives and competences:

Objectives:

Student:

- Analyses diversity management in a public organization
- Evaluates diversity management in a public organization
- Is able to make appropriate decisions and negotiate in a diverse work environment in public organizations
- Applies cultural intelligence
- Manages a diverse group in an organization

Subject-specific competences:

- Ability to evaluate diversity in the work environment
- Ability to use cultural intelligence in a diverse work environment
- Ability to make decisions in a diverse group in public organizations
- Ability of negotiation in a diverse group in public organizations
- Ability to manage a diverse workforce in public organizations

Predvideni študijski rezultati:

Študent

- oceni stopnjo raznolikosti v organizaciji,
- uporabi nove koncepte in veščine za vključevanje kulturne raznolikosti v delovni proces,
- uporabi nove koncepte in veščine za vključevanje starostne in druge raznolikosti v delovni proces,
- reši problem, ki nastane zaradi raznolikosti v javnih organizacijah,
- uporabi nove koncepte in veščine za menedžiranje raznolikih delovnih skupin v javnih organizacijah.

Intended learning outcomes:

Student

- Evaluates the level of diversity in the organization
- Uses new concepts and skills to integrate cultural diversity into the work process
- Uses new concepts and skills to integrate age and other diversity into the work process
- Solves a problem that arises due to diversity in public organizations
- Uses new concepts and skills for managing a diverse work community in public organizations.

Metode poučevanja in učenja:

Learning and teaching methods:

<ul style="list-style-type: none"> • predavanja, • seminarji, • projektno delo, • problemsko učenje, • e-učenje. 	<ul style="list-style-type: none"> • Lectures • Seminars • Project work • Problem based learning • E-learning
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Načini ocenjevanja:	Delež/Weight	Assessment:
• seminarско/projektno delo	40,00 %	• Seminar/project work
• pisni ali ustni izpit	60,00 %	• Written or oral exam

Reference nosilca/Lecturer's references:

<ul style="list-style-type: none"> • BOGILOVIĆ, S., BORTOLUZZI, G., ČERNE, M., GHASEMZADEH, K., ŽNIDARŠIČ, J. (2021). Diversity, climate and innovative work behavior. <i>European journal of innovation management</i>, 24(5), 1502-1524. • ŽNIDARŠIČ, J., BOGILOVIĆ, S., ČERNE, M., KUMAR GUPTA, R. (2021). Leadership-promoted diversity climate and group identification: the role of followers' identification with a leader. <i>Leadership & organization development journal</i>, 42(7), 1018-1036. • BOGILOVIĆ, S., ŠKERLAVAJ, M., ČERNE, M. (2017). Hiding behind a mask? Cultural intelligence, knowledge hiding, individual and team creativity. <i>European journal of work and organizational psychology</i>, 26(5), 710-723. • KOZJEK, T., BREZOVAR, N. (2022). Citizens mistreatment among public servants in social public services. <i>Danube : law and economics review</i>, 13(2), 82-106. • KOZJEK, T., FERJAN, M., ŽNIDARŠIČ, A. (2017). Perception of job security - empirical evidence from Slovenia. <i>Journal of East European management studies</i>, 22(3), 287-314.
