

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	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
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Vrsta predmeta/Course type:	izbirni/core
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Jeziki/Languages:	Predavanja/Lectures:	Angleščina, Slovenščina
	Vaje/Tutorial:	

Pogoji za vključitev v delo oz. za opravljanje študijskih obveznosti:	Prerequisites:
Splošni pogoji za vpis v program.	General conditions for enrolment in the program.

Vsebina:	Content (Syllabus outline):
1. Opredelitev in razvoj managementa raznolikosti v javnih organizacijah. 2. Prednosti in slabosti managementa raznolikosti v javnih organizacijah. 3. Medkulturni management v javnih organizacijah. 4. Management raznolikosti glede na spol in invalidnost. 5. Management starajočih se zaposlenih v javnih organizacijah. 6. Etični vidiki managementa raznolikosti v javnih organizacijah. 7. Kulturna inteligentnost v javnih organizacijah. 8. Management pogajanj v raznolikem okolju javnih organizacij.	1. Definition and development of diversity management in public organizations 2. Advantages and disadvantages of diversity management in public organizations 3. Cross-cultural management in public organizations 4. Gender and disability diversity management 5. Age management in public organizations 6. Ethical aspects of diversity management in public organizations 7. Cultural intelligence in public organizations. 8. Management of negotiations in a diverse environment of public organizations 9. Managing decision making in a diverse environment of public sector organizations

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

Temeljna literatura in viri/Readings:

1. Szkudlarek, B., Romani, L., Caprar, D. V., in Osland, J. S. (Eds.). (2020). The Sage handbook of contemporary cross-cultural management. Sage.
2. Dhakal, S., Cameron, R., in Burgess, J. (Eds.). (2022). A Field Guide to Managing Diversity, Equality and Inclusion in Organisations. Edward Elgar Publishing.
3. 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:

1. predavanja,

Learning and teaching methods:

1. Lectures

2. seminarji,	2. Seminars
3. projektno delo,	3. Project work
4. problemsko učenje,	4. Problem based learning
5. e-učenje.	5. E-learning

Načini ocenjevanja:	Delež/Weight	Assessment:
1. seminarsko/projektno delo in predstavitev	40,00 %	1. Seminar/project work and presentation
2. pisni ali ustni izpit	60,00 %	2. Written or oral exam

Ocenjevalna lestvica:	Grading system:
5 - 10, pri čemer velja, da je pozitivna ocena od 6 - 10	5 - 10, a student passes the exam if he is graded from 6 to 10

Reference nosilca/Lecturer's references:

1. Černe, M., Hirst, G., Bogilović, S., Štrumbelj, E., & Zhang, P. (2025). Team of champions or champion team? The roles of knowledge hiding and psychological entitlement. <i>Journal of Business Research</i>, 186, 11500 2. 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. 3. Žnidaršič, J., Bogilović, S., Černe, M., & Kumar Gupta, R. (2021). Leadership-promoted diversity climate and group identification. <i>Leadership & Organization Development Journal</i>, 42(7), 1018-1036. 4. Bogilović, S., Černe, M., & Škerlavaj, M. (2017). Hiding behind a mask? Cultural intelligence, knowledge hiding, and individual and team creativity. <i>European Journal of Work and Organizational Psychology</i>, 26(5), 710-723. 5. Knoll, M., Götz, M., Adriasola, E., Al-Atwi, A. A., Arenas, A., Atitsogbe, K. A., Bogilović, S., ... & Zacher, H. (2021). International differences in employee silence motives: Scale validation, prevalence, and relationships with culture characteristics across 33 countries. <i>Journal of Organizational Behavior</i>, 42(5), 619-648.
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