

KOMPETENCE V JAVNI UPRAVI

UČNI NAČRT PREDMETA/COURSE SYLLABUS

Predmet:	Kompetence v javni upravi
Course title:	COMPETENCES IN PUBLIC ADMINISTRATION
Članica nosilka/UL Member:	UL FU

Študijski programi in stopnja	Študijska smer	Letnik	Semestri	Izbirnost
Management v upravi, druga stopnja, magistrski (od študijskega leta 2022/2023 dalje)	Ravnanje s človeškimi viri (smer)	2. letnik	Celoletni	izbirni

Univerzitetna koda predmeta/University course code:	0069385
Koda učne enote na članici/UL Member course code:	576

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: Janez Stare

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:

Content (Syllabus outline):

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| <ol style="list-style-type: none">1. Opredelitev kompetenc2. Competence in inteligentnost3. Competence, znanje in veščine4. Competence in HRM5. Taksonomija kompetenc6. Kompetenčni modeli7. Presoja kompetenc8. Razvoj kompetenčnega modela9. Upravljanje kompetenc10. Kompetenčni modeli v javni upravi11. Modeli kompetenc v javni upravi12. Competence in razvoj zaposlenih | <ol style="list-style-type: none">1. Definition of competences2. Competence vs Intelligence3. Competencies, Knowledge and Skill4. Competences and HRM5. Taxonomy of competence6. Competence models7. Assessment of competences8. Development of competence model9. Competence management10. Special features of competence model in public administration11. Competence models in public administration12. Competences and HRD |
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Temeljna literatura in viri/Readings:

- Spencer, L. M., & Spencer, S. M. (1993). *Competence at Work: Models for Superior Performance*. John Wiley & Sons, Inc., New York, Chichester, Brisbane, Toronto, Singapore.
- Arzenšek, A., Boben, D., Juričko, A., Lepoša, P., Mrdaković, V., Potočnik, K., Rusiti, E., & Špital, M. (2019). *Priročnik za presojanje in razvoj kompetenc: Pripomoček za uporabo modela kompetenc za kadroviške v državni upravi*. Skupina Primera, celovite kadrovske rešitve, d.o.o., Ljubljana, http://www.mju.gov.si/si/delovna_podrocja/zaposleni_v_drzavni_upravi/vzpostavitev_kompetencne_ga_modela/
- Stare, J., & Klun, M. (2018). Required competencies in public administration study programs. *Transylvanian review of administrative sciences*, ISSN 1842-2845, Feb. 2018, vol. 14, no. 55 E, str. 80-97.
- OECD (2010) *Managing Competencies in Government: State of the Art Practices and Issues at Stake for the Future*. GOV/PGC/PEM(2010)1/FINAL.
- Reichard, C., & van der Krogt, T. (2014). Towards a set of specific competences for academic degree programmes in Public Administration in Europe. Paper for Working Group VIII on Public Administration Education at the 22nd NISPAcee Conference in Budapest, 22.-24 May, 2014.

Cilji in kompetence:

Študent:

- opredeli in razume pojem in pomen kompetenc
- identificira dejavnike oblikovanja kompetenčnega modela
- opredeli kompetenčni model
- predstavi značilne koncepte kompetenc v javni upravi

Kompetence:

- zmožnost opredelitve značilnih elementov kompetenc
- razumevanje vloge kompetenc v sistemu HRM
- sposobnost samostojne priprave kompetenčnega modela
- zmožnost preverjanje kompetentnosti.

Objectives and competences:

Student will:

- understand the concept and importance of competencies
- identify the factors creating competence model
- identify the competency model
- present the typical concept of competence in public administration.

Competences:

- the ability to define specific elements of competences
- understanding the role of competences in HRM system
- the ability to develop a self-competence model
- the ability to evaluate competency.

Predvideni študijski rezultati:

Študent razume pomen in posebnosti kompetenc v sistemu HRM oziroma v organizaciji ter v javni upravi. Prepoznava različne koncepte kompetenc in dejavnike oblikovanja kompetenčnih modelov. Kompetence poveže s strateškim HRM.

Intended learning outcomes:

Student understands the importance of competence in HRM system, in organization and in public administration. They identify different concepts of competence and competence factors in designing competence models. They consider competences in strategic HRM.

Metode poučevanja in učenja:

1. predavanje
2. vaje
3. seminarsko delo
4. skupinska predstavitev
5. študija primera

Learning and teaching methods:

1. lecture
2. practical work
3. coursework
4. (group) presentation
5. case study

6. e-učenje	6. e-learning
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Načini ocenjevanja:	Delež/Weight	Assessment:
Zagovor seminarskega dela (seminarska naloga, projektno delo)	30,00 %	Presentation of seminar (course work, project work)
Aktivno sodelovanje (predavanja, e-učenje, forum,..)	30,00 %	Active participation (lectures, e-learning, forum, ..)
Pisni ali ustni izpit Pri oblikovanju ocene predmeta se upoštevajo rezultati tistih delnih obveznosti, ki jih študent pridobil do roka za katerega je razpisana časovna obveznost (pisni ali ustni izpit).	40,00 %	Written or oral exam Final assessment of the course is the sum of the time commitments (oral exam, written exam) and other partial estimates of commitments for this period.

Reference nosilca/Lecturer's references:

<ul style="list-style-type: none"> • Stare, J., & Klun, M. (2018). Required competencies in public administration study programs. Transylvanian review of administrative sciences, ISSN 1842-2845, Feb. 2018, vol. 14, no. 55 E, str. 80-97. • RMAN, M., BREZOVŠEK, M., & STARE, J. (2020). The measurement model of professional operation of state administration. Central European public administration review, ISSN 2591-2240. [Tiskana izd.], Nov. 2020, vol. 18, no. 2, str. 29-52, 199-200, • GRM, U., KOHONT, A., & STARE, J. (2018). Vzpostavitev kompetenčnega modela : študija primera. Javna uprava, ISSN 1318-2277, 2018, letn. 54, št. 1/2, str. 79-91, 117-118.
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