

MANAGEMENT SPREMEMB V UPRAVI

UČNI NAČRT PREDMETA/COURSE SYLLABUS

Predmet:	Management sprememb v upravi
Course title:	Change Management in Administration
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
Management v upravi, druga stopnja, magistrski	Upravna informatika (smer)	2. letnik	Celoletni	izbirni

Univerzitetna koda predmeta/University course code:	0069388
Koda učne enote na članici/UL Member course code:	579

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:	Primož Pevcin
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Vrsta predmeta/Course type:	Strokovno izbirni/Professional elective
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Jeziki/Languages:	Predavanja/Lectures:	Angleščina, Slovenščina
	Vaje/Tutorial:	Angleščina, Slovenščina

Pogoji za vključitev v delo oz. za opravljanje študijskih obveznosti:	Prerequisites:
Ni.	No prerequisites.

Vsebina:	Content (Syllabus outline):
1. Pojem in uvajanje strateških sprememb. 2. Deležniki in strategije menedžmenta sprememb. 3. Dejavniki uvajanja sprememb. 4. Modeli strateškega spreminjanja (Prosci, Hall, McKinsey, Kotter, Lewin). 5. Praksa uvajanja sprememb in menedžmenta sprememb v upravi in širšem javnem sektorju. 6. Spremembe in tehnološko okolje. 7. Sestavine, metode in orodja aktivnega menedžmenta tehnologij in inovacij. 8. Viri in vrste inovacij.	1. Introduction and basic principles of change management. 2. Stakeholders and change management strategies. 3. The nature and strategic change requirements. 4. Models of strategic change management (Prosci, Hall, McKinsey, Kotter, Lewin). 5. Strategic changes and change management practices in government. 6. Changes and the role of technological environment. 7. Components, methods and tools for active management of technology and innovation.

9. Vpliv tehnološkega napredka na gospodarstvo in družbo. 10. Tehnološki napredek in brezposelnost; Vpliv tehnologije na organizacijske procese; Modeli inovacij; 11. Merjenje inovativnega učinka: učinkovitost in uspešnost inovacijskih dejavnosti in sprememb; 12. Tehnološko sodelovanje, mreže in strateške povezave.	8. Typology and sources of innovation. 9. The influence of technological progress on the economy and society. 10. Technological progress and unemployment. Model innovation. 11. Measuring innovative performance. 12. Technological Cooperation, networks and strategic alliances.
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Temeljna literatura in viri/Readings:

Imani, J. idr. (2023). Management In A Changing World: How to Manage for Equity, Sustainability, and Results. 1. izdaja. Wiley. (256 str.)

Risanen, T. (2016). *Introduction to Change Management: Tools for change, with a case study*. Metropolia University of Applied Sciences. (65 str.)

Boin, A. idr. (2016). The Politics of Crisis Management. Cambridge University Press. (poglavja 1-6, 130 str.)

Cilji in kompetence:

Cilji:

Študent

- kritično presoja metode in modele uvajanja sprememb,
- razume povezanost med spremembami, tveganji in krizami,
- razume vlogo inovacij
- oceni možnosti tehnološkega napredka in povezav s spremembami
- problematizira ravnanje deležnikov in učenje na podlagi preteklih izkušenj pri uvajanju sprememb.

Kompetence:

- Sposobnost demonstriranja strateškega razmišljanja in načrtovanja sprememb v javnem sektorju,
- Sposobnost sprejemanja odločitev na področju javnega sektorja,
- Zmožnost uporabe metod in modelov uvajanja sprememb v upravi
- Sposobnost zaznavanja in vrednotenja inovacij v upravi
- Sposobnost razvijanja uporabnih spoznanj na področju javnega sektorja
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Objectives and competences:

Objectives:

A student:

- Critically assesses methods and models of change implementation.
- Understands the relations and interdependence between changes, risks and crises.
- Understands the role of innovations.
- Evaluates the possibilities of technological progress and relations to changes.
- Problematises the actions of stakeholders and the existence multiple-loop learning when coping with change.

Competences:

- The ability to generate strategic thinking and implementing change in government.
- The ability of decision making.
- The ability to utilize methods and models for implementing change.
- Ability to identify and assess innovations in government.
- Ability to develop solutions for optimising public sector.

Predvideni študijski rezultati:

Študent:

Intended learning outcomes:

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• uporablja modele in metode potrebne za uvajanje sprememb in obvladovanja tveganj v upravi, • razvija nove pristope in oceni inovacije, • kritično oceni povezave in soodvisnost med uvajanjem sprememb, tveganji in možnimi pojavi kriz, • strateško načrtuje in rešuje kompleksne probleme, • razvija nova spoznanja in rešitve na podlagi učenja iz izkušenj.	Student: • Utilizes models and methods suitable for implementing change coping with risks in government. • Develops new approaches and evaluates innovations. • Critically evaluates relations and interdependence between changes, risks and crises emergence. • Plans strategically and solves complex problems. • Develops new knowledge and solution based on learning from practical experience.
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Metode poučevanja in učenja:

1. Predavanja 2. Seminar 3. Študija primera 4. Debata 5. Domače naloge	Learning and teaching methods: 1. Lectures 2. Seminar 3. Case studies 4. Debate 5. Homeworks
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Načini ocenjevanja:

Delež/Weight

Assessment:

Pisni ali ustni izpit	70,00 %	Written or oral exam
Domače naloge	30,00 %	Homeworks

Reference nosilca/Lecturer's references:

- Pevcin, P. (2023). Obvladovanje sprememb, tveganj in kriznih situacij v javnem sektorju ter sistemi zagotavljanja kakovosti v javnem sektorju. V M. Pečarič (ur.), *Vademekum slovenske javne uprave* (str. 291-307). Založba Fakultete za upravo.
- Rijavec, D., Štambuk, A. in Pevcin, P. (2021). Evidence-based assessment of readiness to solve wicked problems: the case of migration crisis in Croatia and Slovenia. *Social Sciences*, 10(6), 1-16.
- Pevcin, P. (2019). Smart city label: past, present, and future. *Zbornik radova Ekonomskog fakulteta u Rijeci: časopis za ekonomsku teoriju i praksu*, 37(2), 801-822.
- Jukić, T., Pevcin, P., Benčina, J., Dečman, M. in Vrbek, S. (2019). Collaborative innovation in public administration: theoretical background and research trends of co-production and co-creation. *Administrative sciences*, 9(4), 1-17.
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