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

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:	**Prerequisites:**
Ni.	No prerequisites.

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

Temeljna literatura in viri/Readings:

- Kotter, J.P.: Leading Change. HBR Press, 2012.
- Rissanen, T.: Introduction to Change Management: Tools for change, with a case study. Helsinki: Metropolia University of Applied Sciences, 2016.

Cilji in kompetence:	Objectives and competences:
Predmet se ukvarja z obvladovanjem sprememb ter vlogo inovacij v javnem sektorju. Predmet obravnava predvsem ključna vprašanja strategije inovativne organizacije in dinamike uvajanja sprememb. Specifični cilji predmeta so: • seznanitev z osnovnim konceptualnim okvirjem tehnologije in managementa; • obravnava tehnološkega napredka in ocenjevanje njegovega prispevka k rasti in razvoju organizacij, gospodarstva in družbe; • razumevanje pomena raziskovanja in razvoja pri uresničevanju tehnološkega napredka; • poglobljena obravnava ključnih vlog javnega sektorja, predvsem javne uprave, glede podpore za učinkovito in uspešno izvajanje programa sprememb, posebej pri razvoju inovativne infrastrukture ter tehnološkem razvoju gospodarstva in družbe; • poglobljena obravnava strateških in operativnih vidikov upravljanja s tehnologijo, s poudarkom na modelih, metodah, tehnikah in orodjih, ki podpirajo upravljanje s tehnologijo in inovacijami v javnem sektorju; • reševanje kritičnih faz in operacij, povezanih z učinkovitim upravljanjem s spremembami v javni upravi, na podlagi praktičnih ponazoritev in primerov. Kompetence: • Sposobnost praktičnega uvajanja sprememb v javnih organizacijah	The course deals with management aspects of technology and changes in the public sector. Course aims to specifically deal with key issues of strategy, innovative organization and dynamics of change. The specific objectives of this course are: • Familiarization with the basic conceptual framework of technology and management; • Consideration of technological progress and assess its contribution to the growth and development of organizations, business and society; • Understanding the importance of research and development in the implementation of technological advances; • In-depth discussion on the key roles of the public sector, particularly the public administration, to support the efficient and effective implementation of the changes, especially in the development of innovative infrastructure and technological development of economy and society; • Detailed consideration of strategic and operational aspects of the technology, with an emphasis on models, methods, techniques and tools that support the management of technology and innovation in the public sector; • Solving and critical phases of operations related to the effective management of changes in public administration, based on practical illustrations and examples. Competences:

• Sposobnost zaznavanja in vrednotenja inovacij v upravi • Sposobnost strateškega razmišljanja in uporabe relevantnih informacij	• Ability to implement practical changes in (public) organisations • Ability to identify and assess innovations in government • ability of problem solving, strategic thinking and utilisation of relevant information

Predvideni študijski rezultati:	Intended learning outcomes:
Znanje in razumevanje: Po zaključku predmeta bodo študenti pridobili znanja in veščine na področju dinamike menedžmenta sprememb ter pomena tehnologije in inovacij v javni upravi.	Knowledge and understanding: Upon completion of this course, the results are related to the gaining of knowledge and skills in the areas of change, technology and innovation management in public administration.

Metode poučevanja in učenja:	Learning and teaching methods:
1. Predavanja 2. Seminar 3. Študija primera 4. Debata 5. Domače naloge	1. Lectures 2. Seminar 3. Case studies 4. Debate 5. Homeworks

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, Primož. Smart city label : past, present, and future. Zbornik radova Ekonomskog fakulteta u Rijeci : časopis za ekonomsku teoriju i praksu, ISSN 1331-8004, 2019, vol. 37, no. 2, str. 801-822.
- HRŽICA, Rok, PEVCIN, Primož, BENČINA, Jože. Kontekstualni okvir in elementi pilotnega modela ocenjevanja organizacijske zrelosti za proces soustvarjanja javnih storitev. V: PEČARIČ, Mirko (ur.). Od boljših predpisov k njihovemu učinkovitejšemu izvrševanju, (Zbirka znanstvenih monografij Upravna misel). 1. izd. Ljubljana: Fakulteta za upravo. 2019, str. 87-106.
- JUKIĆ, Tina, PEVCIN, Primož, BENČINA, Jože, DEČMAN, Mitja, VRBEK, Sanja. Collaborative innovation in public administration : Elektronski vir : theoretical background and research trends of co-production and co-creation. Administrative sciences, ISSN 2076-3387, 2019, vol. 9, iss. 4, str. 1-17.
- PEVCIN, Primož. Organizational transformation in subnational governments : selected technical evidence on the existence of learning. Ekonomia i Zarządzanie, ISSN 2080-9646, 2015, vol. 7, no. 3, str. 50-54,
- KOVAČ, Polonca, PEVCIN, Primož. Slovene public administration reforms : Europeanization as a bridge over traditional and post-socialist legacies. V: KOVAČ, Polonca (ur.), BILEIŠIS, Mantas (ur.). Public administration reforms in Eastern European Union member states : post-accession convergence and divergence. Ljubljana: Faculty of Administration; Vilnius: Mykolas Romeris University. 2017, str. 302-338.