

# MANAGEMENT SPREMEMB IN TVEGANJ V UPRAVI

## UČNI NAČRT PREDMETA/COURSE SYLLABUS

<b>Predmet:</b>	MANAGEMENT SPREMEMB IN TVEGANJ V UPRAVI
<b>Course title:</b>	CHANGE AND RISK MANAGEMENT IN GOVERNMENT
<b>Članica nosilka/UL</b>	UL FU
<b>Member:</b>	

Študijski programi in stopnja	Študijska smer	Letnik	Semestri	Izbirnost
Uprava - Upravljanje javnega sektorja, druga stopnja, magistrski	Ni členitve (študijski program)	1. letnik	1. semester, 2. semester	izbirni

Univerzitetna koda predmeta/University course code: 0061356

Koda učne enote na članici/UL Member course code: 2006

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			88	60	6

Nosilec predmeta/Lecturer: Primož Pevcin

Vrsta predmeta/Course type: OBVEZNO IZBIRNI 1. LETNIK - 2. del/CORE ELECTIVE - 2. part

Jeziki/Languages: Predavanja/Lectures: Angleščina, Slovenščina  
Vaje/Tutorial:

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

Prerequisites:

Ni pogojev.

No prerequisites.

Vsebina:

Content (Syllabus outline):

1. Pojem in uvajanje strateških sprememb.
2. Deležniki in strategije menedžmenta sprememb.
3. Modeli strateškega spreminjanja (Prosci, Hall, McKinsey, Kotter, Lewin)
4. Praksa uvajanja sprememb in menedžmenta sprememb v upravi in širšem javnem sektorju.
5. Uvajanje sprememb ter obvladovanje tveganj.
6. Opredelitev in načini zaznavanja/identificiranja tveganj, kvantitativna analiza tveganj.
7. Načini/instrumenti obvladovanja tveganj in financiranje tveganj.
8. Razlike in posebnosti v pojmovanju in obvladovanju tveganj med javnim in zasebnim sektorjem.
9. Tveganja in pojav krize.
10. Krizni in redukcijski menedžment.

1. The nature and strategic change requirements.
2. Stakeholders and change management strategies.
3. Models of strategic change management (Prosci, Hall, McKinsey, Kotter, Lewin).
4. Strategic changes and change management practices in government.
5. Changes and risks.
6. Identification of risks, quantitative analysis and evaluation of risks.
7. Risk management and risk financing.
8. Risk management specificities in the public sector.
9. Risks and crisis.
10. Crisis and cutback management in government.
11. Crisis situations and governmental response (natural disasters, wars, terrorism, recessions/economic downturns)

11. Javni sektor in obvladovanje kriznih situacij (naravne nesreče, vojne, terorizem, gospodarsko nazadovanje/recesije itd.)	
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### Temeljna literatura in viri/Readings:

1. Drennan, L. in McConnell, A.: Risk and Crisis Management in Public Sector. Routledge, 2007.
2. Rejda, G.E.: Principles of Risk Management and Insurance. 10. izdaja. Addison-Wesley, 2007.
3. Kotter, J.P.: Leading Change. HBR Press, 2012.

### Cilji in kompetence:

<p><b>Cilji:</b> Študent</p> <ul style="list-style-type: none"> <li>Zna zaznati pomen in ovire pri uvajanju sprememb v organizacijah</li> <li>Zna uporabiti različne modele uvajanja sprememb v organizacijah</li> <li>Razume povezavo med spremembami, tveganji in možnim pojavom kriz</li> <li>Zna identificirati in ovrednotiti tveganja v konkretnih situacijah</li> </ul> <p><b>Kompetence:</b></p> <ul style="list-style-type: none"> <li>Sposobnost praktičnega uvajanja sprememb v organizacijah</li> <li>Sposobnost zaznavanja in vrednotenja tveganj v organizacijah</li> <li>Sposobnost kriznega odločanja v različnih organizacijah</li> <li>Sposobnost strateškega razmišljanja in uporabe relevantnih informacij</li> </ul>	<p><b>Objectives and competences:</b></p> <p><b>Objectives:</b> Students</p> <ul style="list-style-type: none"> <li>Are able to understand the importance and necessity to implement changes in (public) organisations</li> <li>Are able to use different models of change management</li> <li>Understand relations between changes, risks and potential crisis situation occurrence</li> <li>Are able to assess risks in specific situations</li> </ul> <p><b>Competences:</b></p> <ul style="list-style-type: none"> <li>Ability to implement practical changes in (public) organisations</li> <li>Ability to identify and assess risks in organisations</li> <li>ability to make and implement decisionmaking in crisis</li> <li>ability of problem solving, strategic thinking and utilisation of relevant information</li> </ul>
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### Predvideni študijski rezultati:

<p>Študent</p> <ul style="list-style-type: none"> <li>razume in rešuje najpomembnejše probleme s področja managementa sprememb in tveganj.</li> <li>pridobi temeljna znanja za reševanje problemov iz prakse,</li> <li>pozna ustrezne podatke, ki so potrebni za oblikovanje presoj za uvajanje sprememb ter obvladovanje tveganj in kriz,</li> <li>poda predloge za izboljšanje obstoječega organizacijskega stanja,</li> <li>zna voditi procese odločanja, uvajanja sprememb in reševanja kriznih/konfliktnih situacij.</li> </ul>	<p><b>Intended learning outcomes:</b></p> <p>Student</p> <ul style="list-style-type: none"> <li>understands and solves crucial problems related to change and risk management</li> <li>gains fundamental knowledge to solve practical problems</li> <li>recognizes significant data to perform sound decisionmaking in order to implement changes and manage risks and crisis situations,</li> <li>delivers roadmap for current organizational status improvements,</li> <li>manages processes of decisionmaking and change introduction in organizations,</li> <li>solves conflicts and crisis situations.</li> </ul>
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### Metode poučevanja in učenja:

<p><b>Metode poučevanja in učenja:</b></p> <ol style="list-style-type: none"> <li>Predavanja</li> <li>Seminar</li> <li>Študija primera</li> <li>Debata</li> <li>Domače naloge</li> </ol>	<p><b>Learning and teaching methods:</b></p> <ol style="list-style-type: none"> <li>Lectures</li> <li>Seminar</li> <li>Case studies</li> <li>Debate</li> <li>Homeworks</li> </ol>
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### Načini ocenjevanja:

1. Pisni ali ustni izpit	Delež/Weight 70,00 %	Assessment: 1. Written or verbal exam
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2.	Domače naloge	30,00 %	2.	Homeworks
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**Reference nosilca/Lecturer's references:**

1. RIJAVEC, Danila, PEVCIN, Primož. The analysis of a public administration crisis situation: The case of migrations in Slovenia. *Management : journal of contemporary management issues*. 2021, vol. 26, no. Special issue, str. 81-99.
2. PEVCIN, Primož. The evolution of city labelling in the literature. *Economics and Culture*. 2019, vol. 16, issue 1, str. [40]-45. ISSN 2256-0173.
3. NIKOLIĆ, Bruno, PEVCIN, Primož. How to improve sustainability of the Schengen agreement on open borders?. *International migration*. [Online ed.]. February 2022, vol. 60, iss. 1, str. 244-257. ISSN 1468-2435.
4. PEVCIN, Primož, ŠPAČEK, David, KLIMOVSKÝ, Daniel. Public administration education in the CEE countries : how has it developed during the recent decades. *The NISPAcee journal of public administration and policy*. Dec. 2019, vol. 12, no. 2, str. 217-232.
5. RIJAVEC, Danila, PEVCIN, Primož. Assessing the correlation of crisis management studies and small states studies: a literature review of Web of Science database. V: ŠPRAJC, Polona (ur.), et al. 39th International Conference on Organizational Science Development Organizations at Innovation and Digital Transformation Roundabout : conference proceedings = 39. mednarodna konferenca o razvoju organizacijskih znanosti Organizacije na krožišču inovativnosti in digitalne transformacije = konferenčni zbornik. 39. mednarodna konferenca o razvoju organizacijskih znanosti Organizacije na krožišču inovativnosti in digitalne transformacije, september 23 - 24, 2020. 1st ed. Maribor: University Press, 2020. Str. 663-674, ilustr. ISBN 978-961-286-388-3.
6. 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*. 2019, vol. 9, iss. 4, str. 1-17, ilustr. ISSN 2076-3387.