ORGANIZACIJSKA DINAMIKA

UČNI NAČRT PREDMETA/COURSE SYLLABUS

Predmet:	ORGANIZACIJSKA DINAMIKA
Course title:	ORGANIZATIONAL DYNAMCS
Članica nosilka/UL Member:	UL FU

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

Univerzitetna koda predmeta/University course code:	0061331
Koda učne enote na članici/UL Member course code:	2012

Predavanja /Lectures	Seminar /Seminar	Vaje /Tutorials	Klinične vaje /Clinical tutorials	Druge oblike študija /Other forms of study	Samostojno delo /Individual student work	ECTS
24	10			56	90	6

Nosilec predmeta/Lecturer:	izr. prof. dr. Jernej Buzeti
Vrsta predmeta/Course type:	OBVEZNO IZBIRNI 2. LETNIK/CORE

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

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

Vsebina:	Content (Syllabus outline):
1. Organizacije in identiteta organizacije	1. Organisations & Organizational identity
2. Organizacijska dinamika	2. Organizational dynamics
3. Organizacija in notranja ter zunanja javnost	3. Organisation and internal & external public
4. Organizacijska dinamika in psihološka varnost	4. Organizational dynamics and psychological safety
5. Stili navezanosti	5. Attachment styles
6. Stili navezanosti v delovnem okolju	6. Attachment styles at the workplace
7. Skupinska dinamika	7. Group dynamics
8. Različnost vlog v skupinski dinamiki	8. The diversity of the group roles in group dynamics
9. Vodenje skupinske dinamike	9. Managing group dynamics
10. Supervizija v delovnem okolju in dobro počutje pri delu	10. Supervision and well-being at the workplace
11. Izgorelost zaposlenih	11. Employees Burnout
12. Organizacijske spremembe in izzivi	12. Organisational Changes and Challanges

Temeljna literatura in viri/Readings:

1. Yip, J., Ehrhardt, K., Black, H., & Walker, D. O. (2018). Attachment theory at work: A review and directions for future research. Journal of Organizational Behavior, 39(2), 185–198.
2. Luke, M. A., Carnelley, K. B., & Sedikides, C. (2020). Attachments in the workplace: How attachment security in the workplace benefits the organisation. European Journal of Social Psychology, 50(5), 1046-1064.
3. Edmondson, A. C. (2018). The fearless organization: Creating psychological safety in the workplace for learning, innovation, and growth. John Wiley & Sons (izbrana poglavja, 130 strani)
4. Članki in vsebinska gradiva za posamezna vsebinska poglavja (seznam na predavanjih ali objavljeno v e-učilnici predmeta).

Cilji in kompetence:	**Objectives and competences:**
Študent : • razume vpliv različnih dejavnikov na organizacijo in organizacijsko dinamiko, • razume stile odrasle navezanosti in kritično presoja in vrednoti vpliv stilov navezanosti v delovnem okolju, • kritično presoja in vrednoti organizacijsko dinamiko, • razume pomen vodenja skupinske dinamike, • kritično presoja in razume izgorelost. Kompetence: • zmožnost razumevanja vpliva različnih dejavnikov na organizacijo in organizacijsko dinamiko, • zmožnost analiziranja stilov odrasle navezanosti, • zmožnost kritičnega ovrednotenja organizacijske dinamike, • sposobnost sodelovanja z drugimi v skupinski dinamiki in samorefleksije, • zmožnost razumevanja izgorelosti.	Student: • Understands the impact of different factors on organization and organizational dynamics. • Understands the adult attachment styles and critically assesses and evaluates the impact of the attachment styles at workplace. • Critically assesses and evaluates organizational dynamics. • Understands the importance of managing group dynamics. • Critically assesses and understand burnout. Competencies: • The ability to understand the impact of various factors on the organization and organizational dynamics. • The ability to analyse the adult attachment styles. • The ability to critically evaluate organizational dynamics. • The ability to cooperate with others in group dynamics and self-reflection. • The ability to understand burnout.

Predvideni študijski rezultati:	**Intended learning outcomes:**
Znanje in razumevanje Študent: • razvije teoretična znanja na področju organizacijske dinamike, • analizira in razume stile odrasle navezanosti in njihov pomen v delovnem okolju, • kritično oceni dinamiko v organizaciji in skupini, • uporablja nove veščine za sodelovanje z drugimi v skupinski dinamiki, • razume in kritično ovrednoti izgorelost.	Knowledge and understanding Student: • Develops theoretical knowledge in the field of organizational dynamics. • Analyses and understands the adult attachment styles and their importance at the workplace. • Critically evaluates the dynamics in organization and group. • Utilises new skills to work with others in group dynamics. • Understands and critically evaluates burnout.

Metode poučevanja in učenja:	**Learning and teaching methods:**
1. Predavanje 2. seminar 3. skupinsko delo 4. študija primera 5. problemsko učenje 6. e-učenje 7. individualne konzultacije	1. lecture 2. seminar 3. group work 4. case study 5. problem based learning 6. e-learning 7. individual tutorial

Načini ocenjevanja: **Delež/Weight Assessment:**

1. Aktivno sodelovanje (predavanja, e-učenje, forum …)1. pisni izpit in/ali ustni izpit (pogoj: pozitivna ocena izpita)	20,00 %	1. Active participation (lectures, e-learning, forum …)
2. Aktivno sodelovanje: Seminarsko delo (esej)Aktivno sodelovanje (samostojno in/ali skupinsko delo, e-učenje, test, esej), skupinsko delo in poročilo (poročilo projektne naloge, zagovor projektne naloge)	20,00 %	2. Active participation: Seminar/ Essay2. Active participation (individual and/or group work, e-learning, test, essay) group work and report (report of project work, oral presentation of project work)
3. Pisni ali ustni izpitPri oblikovanju ocene predmeta se upoštevajo rezultati tistih delnih obveznosti, ki jih študent pridobi do roka za katerega je razpisana časovna obveznost (pisni ali ustni izpit).	60,00 %	3. Written or oral examFinal assessment of the course is the sum of the written (and / or oral) examination and other partial estimates of commitments that are finished before the time of examination.

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. Poljanec, A. in Buzeti, J. (2022). Teachers' attachment, sickness absence and presenteeism : association between teachers' attachment and sickness absence and presenteeism in elementary schools. *Ricerche di pedagogia e didattica,* 17(3), 87-103.
2. Mar, Š. in Buzeti, J. (2022). Extended availability of public servants for work from home during non-work time in the COVID-19 pandemic. Transylvanian review of administrative sciences, 67, 5-20
3. Buzeti, J. (2021). The connection between leader behaviour and employee sickness absence in public administration. International journal of organizational analysis, 30(7), 1-19.
4. Buzeti, J. (2020). Association between field of work, years of service, and sickness absenteeism in public administration. Organizacija : revija za management, informatiko in kadre, 53(1), 53-67.