

ORGANIZACIJSKA DINAMIKA

UČNI NAČRT PREDMETA/COURSE SYLLABUS

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

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

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
21	11			88	60	6

Nosilec predmeta/Lecturer: Jernej Buzeti

Vrsta predmeta/Course type: OBVEZNI/CORE

Jeziki/Languages:

Predavanja/Lectures:	Angleščina, Slovenščina
Vaje/Tutorial:	

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

Prerequisites: No prerequisites.

Vsebina:

1. Organizacije in uspešnost
2. Identiteta organizacije
3. Organizacija in notranja & zunanja javnost
4. Notranja organizacijska dinamika in odnosi
5. Opolnomočenje
6. Skupinska dinamika
7. Usmerjanje posameznikov
8. Različnost in kulturna kompleksnost
9. Stres in izgorevanje
10. Ravnanje s konflikti
11. Kreativnost in podjetnost
12. Organizacijske spremembe in izzivi

Content (Syllabus outline):

1. Organisations & Effectiveness
2. Organizational identity
3. Organisation and internal & external public
4. Internal Organisational dynamics and relations
5. The Process of Empowerment
6. Group dynamics
7. Managing individuals
8. Diversity and Cultural Complexities
9. Organisational Stress and Burnout
10. Conflict management
11. Creativity & Intrapreneurship
12. Organisational Changes and Challenges

Temeljna literatura in viri/Readings:

1. Jones, G. R. (2010). *Organisational Theory, Design and Change*, (Global edition), 7th Edition, Pearson Education Limited, England.
2. Boros, S. (2009). *Exploring organizational dynamics*, London: Sage.

3. Senge P. M. (2006). The Fifth Discipline: The Art & Practice of The Learning Organization. Crown Business
4. Yalom, I. D. (2008). The theory and practice of group psychotherapy, 5th Edition, New York: Basic Book.

Cilji in kompetence:

Student :

- razume vpliv ključnih deležnikov in okolja na učinkovitost organizacije,
- predstavi gradnike identitete organizacije,
- pozna zakonitosti organizacijske dinamike in pomembnosti odnosov,
- pozna zakonitosti skupinske dinamike,
- pozna pristope ravnanja s posamezniki,
- pozna tehnike kreativnega razmišljanja.

Kompetence:

- razumevanje vloge in pomena organizacijske dinamike za uspešnost organizacije,
- zmožnost oblikovanja identitete organizacije,
- sposobnost uravnavanja organizacijske dinamike in razumevanje vloge odnosov,
- sposobnost uravnavanja skupinske dinamike,
- zmožnost kreativnega delovanja.

Objectives and competences:

Student:

- understand the impact of key stakeholders and environment of an organization performance,
- identify factors of organizational identity and importance of relations,
- learn about organizational dynamics,
- learn about the group dynamics,
- know how to manage individuals,
- is familiar with the techniques of creative thinking.

Competencies:

- understands of the role and importance of the organizational dynamics for the organization's performance
- ability to design the identity of the organization,
- ability to manage the organizational dynamics and understanding role of relations,
- ability to manage group dynamics,
- capacity for creative action.

Predvideni študijski rezultati:

Znanje in razumevanje

Študent bo zmožen:

- predstaviti teorije in principe organizacijske dinamike,
- razumevanja vpliva dinamike v organizaciji na različna področja delovanja organizacije (organizacijskega vedenja, ravnanja z ljudmi, strateškega managementa),
- razumeti in voditi skupinsko dinamiko v organizaciji,
- razumeti holistični pogled na organizacijo,
- sodelovati v skupini in uporabljati tehnike kreativnega razmišljanja pri reševanju organizacijskih izzivov.

Intended learning outcomes:

Knowledge and understanding

Student will be able:

- to present theories and the principles of organisational dynamics,
- to facilitate understanding of an organisation's dynamic influences in relation to other areas of management study (organisational behaviour, human resource management, strategic management).
- to understand and manage group dynamics within the organization,
- to understand the holistic approach of organisations,
- to participate in the group and apply creative thinking techniques in resolving organizational challenges.

Metode poučevanja in učenja:

1. predavanje
2. vaje
3. seminar
4. skupinsko delo in vodenje skupine ljudi
5. (skupinska) predstavitev poročila
6. študija primera
7. problemsko učenje
8. e-učenje
9. individualne konzultacije

Learning and teaching methods:

1. lecture
2. practical work
3. seminar
4. group work and leading a group of people
5. (group) presentation of report
6. case study
7. problem based learning
8. e-learning
9. individual tutorial

Načini ocenjevanja:

Delež/Weight Assessment:

1. pisni izpit in/ali ustni izpit (pogoj: pozitivna ocena izpita)	60,00 %	1. Written (and/or oral) examination (condition: positive evaluation of the exam)
2. Aktivno sodelovanje (samostojno in/ali skupinsko delo, e-učenje, test, esej), skupinsko delo in poročilo (poročilo projektne naloge, zagovor projektne naloge)	40,00 %	2. Active participation (individual and/or group work, e-learning, test, essay) group work and report (report of project work, oral presentation of project work)
Pri 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).		Final 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.

Reference nosilca/Lecturer's references:

1. BUZETI, Jernej, KLUN, Maja, STARE, Janez. Evaluation of measures to reduce employee turnover in Slovenian organisations. *E+M*, ISSN 1212-3609, 2016, vol. 19, no. 1, str. 121-131, doi: [10.15240/tul/001/2016-1-009](https://doi.org/10.15240/tul/001/2016-1-009). [COBISS.SI-ID 4774830].
2. BUZETI, Jernej, STARE, Janez, KLUN, Maja, KOTNIK, Žiga. The impact of leader's temperament on work absence. *Transylvanian review of administrative sciences*, ISSN 1842-2845, 2016, sp. iss., str. 23-37, tabele. <file:///C:/Users/anitac/Downloads/502-994-1-SM.pdf>. [COBISS.SI-ID 4994222].
3. STARE, J., BOŠTJANČIČ, E., BUZETI, J., KLUN, M., KOZJEK, T., TOMAŽEVIČ, N., STARE, J. (urednik). (2012). *Boljše delovno okolje za boljše sodelovanje* : [priročnik]. 1. izd. Ljubljana: Fakulteta za upravo.