

ORGANIZACIJSKI IN MANAGERSKI RAZVOJ

UČNI NAČRT PREDMETA/COURSE SYLLABUS

Predmet:	ORGANIZACIJSKI IN MANAGERSKI RAZVOJ
Course title:	ORGANIZATION AND MANAGEMENT DEVELOPMENT
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, 2. semester	izbirni

Univerzitetna koda predmeta/University course code:	0061365
Koda učne enote na članici/UL Member course code:	2027

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: Nina Tomaževič

Vrsta predmeta/Course type: IZBIRNI/ELECTIVE

Jeziki/Languages:

Predavanja/Lectures:	Angleščina, Slovenščina
Vaje/Tutorial:	

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

Ni pogojev.	No prerequisites.
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Vsebina:

1. organizacijski razvoj – pojem, vrednote in cilji
2. sodobne oblike organiziranosti
3. delo v digitalni dobi
4. vitko, agilno in osredotočeno poslovanje
5. agenti sprememb
6. vrednotenje organizacijskega razvoja
7. managerski razvoj in planiranje nasledstev
8. demografske spremembe in razlike med generacijami zaposlenih
9. zavzetost zaposlenih
10. pripadnost zaposlenih
11. čustva in čuječnost pri delu
12. trendi in izzivi managementa

Content (Syllabus outline):

1. organization development (OD) – concept, values and objectives of OD
2. contemporary forms of organization
3. work in digital age
4. lean, agile and focused operations
5. change agents
6. evaluating OD
7. management development and succession planning
8. demographic changes and differences between generations of employees
9. employee engagement
10. employee commitment
11. emotions and mindfulness at work
12. management trends and challenges

Temeljna literatura in viri/Readings:

1. CHEUNG-JUDGE, Mee-Yan, HOLBECHE, Linda. (2015). *Organization Development: A Practitioner's Guide for OD and HR*. 2nd Edition. Kogan Page Limited: London. 448 str. – izbrana poglavja.
2. SHAPIRO, Andrea. (2016). *Contagious Commitment at Work: Applying the Tipping Point to Organizational Change*. Strategy Perspective: Hillsborough. 106 str.
3. ROTHWELL, William. J., JONES, Maureen. (2017). *Evaluating Organization Development: How to Ensure and Sustain the Successful Transformation*. Routledge. 200 str. – izbrana poglavja.

Cilji in kompetence:

Cilji

- študente opremiti z razumevanjem konceptov organizacijskega in managerskega razvoja
- študentom omogočiti vpogled v sodobne oblike organiziranosti, problematiko dela v digitalni dobi, nove pristope poslovanja, vrednotenje organizacijskega razvoja ter pristope managerskega razvoja in z njim povezanimi izzivi
- študente naučiti uporabljati, kritično presojati in vrednotiti študijsko literaturo na področju organizacijskega in managerskega razvoja ter tako pridobljeno znanje povezovati z aktualnimi problemi iz prakse
- študente spodbuditi in podpreti tako, da bodo razumeli obravnavane teoretične koncepte, metodološke prijeme in praktične primere ter znali pridobljeno znanje čim bolj uporabljati v praksi, kjer se bodo lahko z dodatno pridobljenimi izkušnjami razvili v vrhunske strokovnjake na področju organizacijskega in managerskega razvoja

Kompetence

- sposobnost presoje poslovnih situacij in z njimi povezanih konceptov in procesov na področju organizacijskega in managerskega razvoja
- zmožnost uporabe znanja o koristih organizacijskega in managerskega razvoja v združbah, predvsem doseganju večje uspešnosti in učinkovitosti
- sposobnost ovrednotenja aktualnih izzivov v sodobnih združbah, povezanih s področjema organizacijskega in managerskega razvoja
- sposobnost sistemskega mišljenja, spodbujanja sodelovanja in razumevanja pomena etičnega vedenja v kontekstu organizacijskega in managerskega razvoja

Objectives and competences:

Objectives:

- to equip the students with the understanding of concepts of organization and management development (OMR)
- to develop an insight into contemporary organizational forms, issues of work in digital age, new principles of operations, evaluation of organization development as well as approaches of management development and related challenges
- to teach the students to use, critically assess and evaluate the OMR study literature in order to connect the acquired knowledge with the actual problems from praxis
- to encourage and to support the students in the way that they will understand the discussed theoretical concepts, methodological approaches and practical examples, and to be able to use the acquired knowledge as much as possible in the praxis, where they will be able, with later acquired additional experience, become OMR experts

Competences:

- ability to judge business situations and related OMR concepts and processes
- capacity to use the knowledge about benefits of OMR in social units, especially in order to increase effectiveness and efficiency
- ability to evaluate the actual challenges in contemporary social units, connected with OMR
- capacity of systemic thinking, facilitating cooperation and understanding of importance of ethical behaviour in the context of OMR

Predvideni študijski rezultati:

Študent bo zmožen:

- oceniti aktualne izzive na področjih organizacijskega in managerskega razvoja
- predlagati sodobne rešitve izzivov na področjih organizacijskega in managerskega razvoja
- analizirati in ovrednotiti stanje na področjih organizacijskega in managerskega razvoja v konkretni združbi ter predlagati morebitne spremembe

Intended learning outcomes:

Student will be able to:

- assess the contemporary challenges in the fields of organizational and managerial development (OMR)
- propose modern solutions to the challenges in the fields of OMR
- analyse and evaluate the situation in the fields of OMR in a specific social unit and propose potential changes
- form a model of OMR in a specific social unit

<ul style="list-style-type: none"> • oblikovati model organizacijskega in managerskega razvoja v konkretni združbi • sodelovati pri izvedbi ključnih procesov na področjih organizacijskega in managerskega razvoja 	<ul style="list-style-type: none"> • cooperate in execution of key OMR processes
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Metode poučevanja in učenja:	Learning and teaching methods:
<ol style="list-style-type: none"> 1. priprava študenta na predavanja 2. predavanja 3. priprava študenta na seminarje 4. seminarji 5. e-učenje 6. študija primera 7. seminarska naloga 	<ol style="list-style-type: none"> 1. student preparations for lectures 2. lectures 3. student preparations for seminars 4. seminars 5. e-learning 6. case study 7. seminar paper

Načini ocenjevanja:	Delež/Weight	Assessment:
1. pisni (in/ali ustni) izpit	60,00 %	1. written (and/or oral) exam
2. seminarska naloga	40,00 %	2. seminar paper

Reference nosilca/Lecturer's references:

<ol style="list-style-type: none"> 1. TOMAŽEVIČ, Nina, SELJAK, Janko, ARISTOVNIK, Aleksander. Factors influencing employee satisfaction in the police service : the case of Slovenia. <i>Personnel review</i>, ISSN 0048-3486, 2014, vol. 43, no. 2, str. 209-227. http://www.emeraldinsight.com/journals.htm?issn=0048-3486&volume=43&issue=2&articleid=17106731&show=html. [COBISS.SI-ID 4313518] 2. TOMAŽEVIČ, Nina, SELJAK, Janko, ARISTOVNIK, Aleksander. The interaction between occupational values and job satisfaction in an authoritative public administration organisation. <i>Total quality management & business excellence</i>, ISSN 1478-3363, 2016, vol. , iss. , str., ilustr. http://www.tandfonline.com/doi/pdf/10.1080/14783363.2016.1158078, doi: 10.1080/14783363.2016.1158078. [COBISS.SI-ID 4761518] 3. TOMAŽEVIČ, Nina, KOZJEK, Tatjana, STARE, Janez. Does a voluntary job change affect work-family balance. <i>International business research</i>, ISSN 1913-9004, Feb. 2015, vol. 8, no. 2, str. 1-15, graf. prikazi, tabele, doi: 10.5539/ibr.v8n2p1. [COBISS.SI-ID 4528046] 4. TOMAŽEVIČ, Nina, SELJAK, Janko, ARISTOVNIK, Aleksander. A three-stage Data Envelopment Analysis approach to measure the effect of job satisfaction on organizational performance in law enforcement agencies«. <i>International Journal of Services and Operations Management</i>, 2015 5. TOMAŽEVIČ, Nina, TEKAVČIČ, Metka, PELJHAN, Darja. Towards excellence in public administration: organisation theory-based performance management model. <i>Total quality management & business excellence</i>, ISSN 1478-3363, 2017, vol. 28, iss. 5/6, str. 578-599, doi: 10.1080/14783363.2015.1102048. [COBISS.SI-ID 22820582]
