

TEORIJA ORGANIZACIJE

UČNI NAČRT PREDMETA/COURSE SYLLABUS

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| Predmet: | TEORIJA ORGANIZACIJE |
| Course title: | THEORY OF ORGANISATION |
| Članica nosilka/UL Member: | UL FU |

| Študijski programi in stopnja | Študijska smer | Letnik | Semestri | Izbirnost |
|---|--|-----------|-------------|-----------|
| Upravljanje javnega sektorja, prva stopnja, univerzitetni | Upravljanje javnega sektorja (študijski program) | 1. letnik | 1. semester | obvezen |

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| Univerzitetna koda predmeta/University course code: | 0044794 |
| Koda učne enote na članici/UL Member course code: | 0649 |

| Predavanja /Lectures | Seminar /Seminar | Vaje /Tutorials | Klinične vaje /Clinical tutorials | Druge oblike študija /Other forms of study | Samostojno delo /Individual student work | ECTS |
|-------------------------|---------------------|--------------------|---|---|---|------|
| 45 | | 30 | | 30 | 105 | 7 |

Nosilec predmeta/Lecturer: Nina Tomažević

Vrsta predmeta/Course type: Obvezni/Core

Jeziki/Languages:

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| Predavanja/Lectures: | Angleščina, Slovenščina |
| Vaje/Tutorial: | Angleščina, Slovenščina |

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

Prerequisites:

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Vsebina:

1. Kaj je teorija org. in pojmovanja org.
2. Strukture organiziranosti
3. Razvoj organizacijske znanosti
4. Predhodna proučevanja organizacije
5. Klasična teorija organizacije
6. Neoklasična teorija organizacije
7. Moderna teorija organizacije
8. Teorija učeče se organizacije
9. Teorije kakovosti
10. Teorija organizacijskega razvoja
11. Teorije organizacijske odličnosti
12. Plan organiziranosti

Content (Syllabus outline):

1. Definition of org. theory and notions of org.
2. Structures of organisation
3. Development of organisational science
4. Preliminary studies of organisation
5. Classical theories of organisation
6. Neoclassical theories of organisation
7. Modern theory of organisation
8. Reengineering
9. Learning organisation
10. Theories of quality
11. Organisational development
12. Plan of an organisation

Temeljna literatura in viri/Readings:

1. Ivanko, Š.: Teorija organizacije. Fakulteta za upravo, Ljubljana, 2014, 430 str.
2. Ivanko, Š.: Temelji organizacije. Fakulteta za upravo, Ljubljana, 2007, drugo poglavje
3. DAFI, Richard L.: Organization Theory & Design. West Publishing Company, New York, 2013, izbrana poglavja, 80 str.

Cilji in kompetence:

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| <p>Cilji</p> <p>Študent:</p> <ul style="list-style-type: none"> • preizkusi razumevanje organizacije ter procesov v sodobnem poslovnem okolju, • razčleni možnosti reševanja organizacijsko delovnih problemov • organizacijske probleme reši z uporabo znanstvenih metod in postopkov, • poišče ključne elemente za doseganje odličnosti v organizaciji, • odkrije in uporabi organizacijske rešitve. <p>Kompetence</p> <ul style="list-style-type: none"> • sposobnost uporabe pridobljenih znanj pri razvoju teorije organizacije • razumevanje splošne strukture teorije in prakse organizacije ter povezanosti med njenimi poddisciplinami, • sposobnost kritične presoje in reševanja problemov organizacije • sposobnost zagotavljanja nenehnega izboljševanja organizacije, procesov in izdelkov in/ali storitev. |
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Objectives and competences:

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| <p>Objectives</p> <p>Student:</p> <ul style="list-style-type: none"> • examine the understanding of the organization and processes in the modern business environment • analyze the possibilities of dealing with organizational work problems • organizational problems solved by using scientific methods and procedures • find key elements for achieving excellence in organization, • discover and use of organizational solutions. <p>Competences</p> <ul style="list-style-type: none"> • ability to apply knowledge gained in the development organizational theories • understanding the general structure of theory and practice of organization and interaction between its sub-disciplines, • capacity for critical analysis and problem solving of organization • ability to ensure continuous improvement of the organization, processes and products and / or services. |
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Predvideni študijski rezultati:

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| Študenti bodo zmožni razumeti in obvladovati interakcijsko delovanje dejavnikov, ki vplivajo na delovanje organizacije. |
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Intended learning outcomes:

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| Students will be able to understand and manage the Interaction of factors affecting the functioning of the organization. |
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Metode poučevanja in učenja:

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| <ol style="list-style-type: none"> 1. predavanje 2. vaje (individualno ali skupinsko delo) 3. seminarsko delo 4. e-učenje 5. tutorstvo (za individualno učenje) |
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Learning and teaching methods:

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| <ol style="list-style-type: none"> 1. lecture 2. tutorials (individual or group work) 3. seminar work 4. e-learning 5. tutoring (for individual learning) |
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Načini ocenjevanja:

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| 1. Pisni (ali ustni) izpit. |
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Delež/Weight

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| 100,00 % |
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Assessment:

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| 1. Written (or oral) examination. |
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Reference nosilca/Lecturer's references:

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| <ul style="list-style-type: none"> • 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] • 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] • 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>, (in press) 2015 |
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- TOMAŽEVIČ, Nina, TEKAVČIČ, Metka, PELJHAN, Darja. Towards excellence in public administration: organisation theory-based performance management model. *Total quality management & business excellence*, 2015 (in press). ISSN 1478-3363, [in press] 2015, doi: [10.1080/14783363.2015.1102048](https://doi.org/10.1080/14783363.2015.1102048). [COBISS.SI-ID [22820582](#)],
- TOMAŽEVIČ, Nina, SELJAK, Janko, ARISTOVNIK, Aleksander. Factors influencing employee satisfaction in the police service : the case of Slovenia. *Personnel review*, 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](#)]