

USTVARJALNOST IN INOVATIVNOST UPRAVE

UČNI NAČRT PREDMETA/COURSE SYLLABUS

Predmet:	USTVARJALNOST IN INOVATIVNOST UPRAVE
Course title:	CREATIVITY AND INNOVATION IN ADMINISTRATION
Članica nosilka/UL Member:	UL FU

Študijski programi in stopnja (ni študijev)	Študijska smer	Letnik	Semestri	Izbirnost
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Univerzitetna koda predmeta/University course code:	0060901
Koda učne enote na članici/UL Member course code:	1628

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		45	60	6

Nosilec predmeta/Lecturer: Sabina Bogilović

Vrsta predmeta/Course type: Obvezni/Core

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

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

Vsebina:

1. Opredelitev inovativnosti in ustvarjalnosti v organizacijah
2. Opredelitev ustvarjalnosti in ustvarjalnega razmišljanja pri delu
3. Posameznikova ustvarjalnosti pri delu
4. Skupinska ustvarjalnosti pri delu
5. Vpliv vodje na ustvarjalni in inovativni proces
6. Razvoj ustvarjalne ideje na osnovi metodologije razmišljanje kot dizajn
7. Generiranje in razvoj ustvarjalnih idej
8. Ocenjevanje in udejanjenje ustvarjalnih idej
9. Vpliv organizacijskih dejavnikov na ustvarjalnosti in inovativnosti
10. Tehnološke inovacije
11. Ne tehnološke inovacije
12. Inovacije in ustvarjalnost v javnih in nepridobitnih organizacijah

Content (Syllabus outline):

1. Definition of innovation and creativity in
2. Definition of creative and creative thinking at work
3. Individual creativity at work
4. Team creativity at work
5. Leaders impact on creativity and innovation process
6. Development of creative idea based on design thing methodology
7. Creative idea generation and development
8. Creative idea evaluation and implementation
9. Organizational impact on creativity and innovation process at work
10. Technological innovation
11. Non-theological innovation
12. Innovation and creativity in public and non-profit organisation

Temeljna literatura in viri/Readings:

1. Zhou, J. & Rouse, E. D. (2021). Handbook of Research on Creativity and Innovation. Edward Elgar Publishing.
2. Straker, K., & Wrigley, C. (Eds.). (2023). Research handbook on design thinking. Edward Elgar Publishing.
3. Ivcevic, Z., Hoffmann, J. D., & Kaufman, J. C. (Eds.). (2023). The Cambridge handbook of creativity and emotions. Cambridge University Press.

Cilji in kompetence:

Cilji

- Študent pozna ustvarjalni in inovativni proces v javnih in neprofitnih organizacijah.
- Študent zna reševati probleme v javnih organizacijah z metodologijo razmišljanje kot dizajn.
- Študent zna uporabiti ustvarjalni proces in implementirati ideje, ki spodbudijo zadovoljstvo uporabnika javnih organizacij.

Kompetence

- Študent je sposoben analizirati inovativno okolje znotraj in zunaj organizacij.
- Študent lahko strokovno argumentira ustvarjalni in inovativni proces v organizaciji in ustvarjalnost na različnih ravneh (individualni, timski, organizacijski).
- Študent je sposoben strokovno argumentirati vpliv vodje na ustvarjalnost in inovativnost pri delu.
- Študent je sposoben izvajati tehnik spodbujanja ustvarjalnosti in inovativnosti pri delu.
- Študent je sposoben oblikovati predlogov za reševanje ustvarjalnih in inovativnih problemov v javnih podjetjih in nepridobitnih organizacijah.

Objectives and competences:

Objectives

- The student knows the creative and innovative process in public and non-profit organizations.
- The student is able to solve problems in public organizations using the design thinking method.
- The student knows how to use the creative process and implement ideas that promote user satisfaction in public organizations.

Competences

- The student is able to analyze the innovative environment inside and outside organizations.
- The student can theoretically argue about creative and innovation process in an organization at different levels (individual, team, organizational).
- The student is able to theoretically argue about leader's impact on creativity and innovation at work.
- The student is able to apply techniques that enhance creativity and innovation at work.
- The student is able to design proposals to solve creative and innovative problems in public companies and non-profit organizations.

Predvideni študijski rezultati:

Znanje in razumevanje:

- Študent bo zmožen razumeti pomen inoviranja v javnih podjetjih in nepridobitnih organizacijah.
- Študent bo zmožen razumeti pomena ustvarjalnega procesa za inovacije v javnih podjetjih in nepridobitnih organizacijah.
- Študent je zmožen prepoznati poslovni problem v organizaciji ter možnosti za inovativnost in ustvarjalnost na različnih ravneh organizacije.
- Študent je zmožen rešiti poslovni problem v organizaciji z uporabo tehnik spodbujanja ustvarjalnosti in inovativnosti.
- Študent je zmožen udeležiti svojo ustvarjalno idejo in jo pretvoriti v inovacijo (prototipiranje).

Intended learning outcomes:

Knowledge and understanding:

- Student will be able to understand the importance of innovation in public and non-profit organizations.
- Student will be able to understand the importance of the creative process for innovation in public and not-for-profit organizations.
- Student is able to recognize a business problem in organization and possibilities for innovation and creativity at different levels of organization.
- Student is able to solve business problem in organization, using techniques of enhancing creativity and innovation.
- Student is able to implement his creative idea into an innovation (prototyping).

Metode poučevanja in učenja:

1. priprava študenta na predavanja
2. predavanje
3. priprava študenta na vaje
4. vaje

Learning and teaching methods:

1. student preparations for lectures
2. lecture
3. student preparations for tutorials
4. tutorials

5. e-učenje	5. e-learning
6. seminarsko delo z zagovorom	6. seminar with presentation

Načini ocenjevanja:	Delež/Weight	Assessment:
1. pisni ali ustni izpit	60,00 %	1. written or oral exam
2. sprotne naloge, in aktivno sodelovanje na predavanjih in vajah in e-učenje	20,00 %	2. assignments, and active participation in lectures and tutorials and e-learning
3. seminarsko delo z zagovorom projektne naloge, pripadajoče aktivnosti projektne naloge ter zagovor projektne naloge	20,00 %	3. Seminar with presentation project assignment, associated activities with project and defense of the project

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:

<ol style="list-style-type: none"> Černe, M., Hirst, G., Bogilović, S., Štrumbelj, E., & Zhang, P. (2025). Team of champions or champion team? The roles of knowledge hiding and psychological entitlement. <i>Journal of Business Research</i>, 186, 11500 Bogilović, S., Bortoluzzi, G., Černe, M., Ghasemzadeh, K., & Žnidaršič, J. (2021). Diversity, climate and innovative work behavior. <i>European Journal of Innovation Management</i>, 24(5), 1502-1524. Žnidaršič, J., Bogilović, S., Černe, M., & Kumar Gupta, R. (2021). Leadership-promoted diversity climate and group identification. <i>Leadership & Organization Development Journal</i>, 42(7), 1018-1036. Bogilović, S., & Černe, M. (2018). The intellectual structure and outlooks for individual creativity research: A bibliometric analysis for the period 1950–2016. In <i>Individual creativity in the workplace</i> (pp. 153-188). Academic Press. Bogilović, S., Pevcin, P. (2020). How small cities are stimulating creativity and innovation: case study of Ljubljana and select European cities. <i>Dynamic relationships management journal</i>, ISSN 2232-5867, vol. 9, no. 1, str. 67-78.
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