



UČNI NAČRT / COURSE SYLLABI

Študijsko leto 2016/2017

Predmet / Course	Management medgeneracijskega učenja /Management of Intergenerational Learning
Šifra predmeta / Course Code	B21MMU-MRK
Nosilec predmeta / Course Coordinator	prof. dr. Jana Goriup
Vrsta predmeta / Type of the course	obvezni / compulsory
Jezik / Language - Vaje / Tutorials - Predavanja / Lecture	Slovenski / Slovene, Angleški / English Slovenski / Slovene, Angleški / English
Študijski program / Programme	Management razvoja kadrov (2. stopnja) / Human Resource Management (2nd cycle)
Letnik / Year	1.
Primarno študijsko področje / Primary Study Field	Management (poslovanje in upravljanje - Klasius 345)
Pogoji za vključitev / Requirements	Predhodna izobrazba s področja managementa, managementa kadrov, managementa znanja, sociologije ter/ali delovne izkušnje/reference iz omenjenih področij.

Predavanja Lectures	Vaje Tutorials	Druge oblike študija Other Type of Study	Samostojno delo Individual work	Ure dela Work hours	ECTS
24	12	0	189	225	9

a) Vsebina / Content:

<p>Management kadrov v vlogi management znanja in organizacijskega učenja • kadri kot vir organizacijskega učenja in znanja, znanja in prakse ravnanja s kadri, intra in intersubjektivni dejavniki učenja v delovnem okolju. Demografske spremembe in sodobni izzivi managementa znanja • demografske spremembe, pomanjkanje kadrov, izgubljanje temeljnega organizacijskega znanja kot posledici demografskih sprememb, • Eu politike in demografske spremembe Ovire zaposlovanja, zadrževanja in vključevanja starejših delavcev • znanje o staranju, stališča, stereotipi ageizem do starejših delavcev, • Management staranja in starejših delavcev • sistemi in prakse managementa staranja (age management), primeri implementacije dobrih praks zaposlovanja in zadrževanja starejših delavcev, • zaposlovanje, zadrževanje in vključevanje starejših delavcev kot element managementa znanja in organizacijskega učenja. Medgeneracijsko sodelovanje v organizacijah • neformalne in formalne prakse medgeneracijskega sodelovanje v delovnem okolju, oblike medgeneracijskega sodelovanja v organizacijah • pomen medgeneracijskega sodelovanja v delovnem okolju za organizacijsko učenje in znanje ter za medgeneracijsko sodelovanje za ustvarjanje, prenos in zadrževanje znanja v organizacijah. Večnivojski in večrazsežnostni modeli medgeneracijskega</p>	<p>Human resources management and its role in knowledge management and organizational learning: • human resources as a source of organizational learning and knowledge, knowledge management and human resource management practices, intra and intersubjective factors of learning in workplace. Demographic changes and challenges of the modern knowledge management • demographic changes, lack of human resources, loss of organizational knowledge as results of demographic change, • EU policies and aging population. Barriers to employment, retention and integration of older workers: • knowledge about aging, prejudices, stereotypes about aging and elderly workers, (ageism), Management of aging and older workers • Age management and good practices, of recruitment and retention of older workers as : • age management as a component of knowledge management and organizational learning. Intergenerational cooperation in organizations • informal and formal practices of intergenerational cooperation in the workplace, forms of intergenerational cooperation in organizations, • the importance of intergenerational cooperation in the working environment for organizational learning and knowledge, intergenerational cooperation as a form of creation, transfer and retention of knowledge within organizations. Multi-level and multi-dimensional models of intergenerational cooperation in organizations: • determinants of intergenerational</p>
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sodelovanja v organizacijah: • determinante medgeneracijskega sodelovanja in učinki medgeneracijskega sodelovanja na družbeni, organizacijski in individualni ravni,	cooperation and positive effects of intergenerational cooperation on the societal, organizational, and individual level, on the societal, organizational, and individual level.
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Splošne kompetence / General Competencies:

<i>Študent bo pridobil znanje in spretnosti na naslednjih splošnih vsebinskih področjih:</i>	<i>Student will acquire knowledge and skills in the following general areas:</i>
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Predmetno specifične kompetence / Course Specific Competencies:

<i>Študent bo pridobil znanje in spretnosti na naslednjih specifičnih vsebinskih področjih:</i>	<i>Student will acquire knowledge and skills in the following specific areas:</i>
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Predvideni študijski izidi / Intended Learning Outcomes:

<i>Študent bo dosegel naslednje študijske izide:</i>	<i>Student will achieve the following learning outcomes:</i>
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Oblike in metode poučevanja in učenja / Types and Methods of Teaching and Learning

Oblike dela	Frontalna oblika poučevanja; Delo v manjših skupinah; Samostojno delo študenta; E-učenje
Types of Teaching and Learning	Frontal teaching; Work in smaller groups or pairs; Independent student work; E-learning
Metode dela	Razlaga; Razgovor/diskusija/debata; Delo z besedilom; Proučevanje primera; Reševanje nalog; Gost iz prakse;
Teaching and Learning Methods	Explanation; Conversation/discussion/debate; Work with text; Case study; Solving exercises; Guest from practice;

Načini ocenjevanja v % / Types of Student Assessment

Sprotno ustno ocenjevanje / Oral Assessment	20
Sprotno pisno ocenjevanje / Written Assessment /	/
Daljši pisni izdelek /Longer written casework ¹	50
Javni nastop s predstavitvijo rezultatov / Presentations ² /	/
Končni pisni izpit / Final written examination/	/
Končni ustni izpit / Final oral examination	30
Udeležba in sodelovanje / Participation and cooperation	/
Lestvica ocenjevanja / Grading scale	številska/numeric

Temeljna literatura / Literature:

¹ Seminarska ali projektna naloga, raziskovalna naloga ipd.

² Plakat, naloga, prispevek

• Allan, L.J. and Johnson, J.A. (2009) 'Undergraduate attitudes toward the elderly: the role of knowledge, contact and aging anxiety', *Educational Gerontology*, Vol. 35, No. 1, pp.1–14. • Allen, T.D., Eby, L.T., Poteet, M.L., Lentz, E. and Lima, L. (2004) 'Career benefits associated with mentoring for protégés: a meta-analysis', *Journal of Applied Psychology*, Vol. 89, No. 1, pp.127–136. • Bennett, T. and Gaines, J. (2010) 'Believing what you hear: the impact of aging stereotypes upon the old', *Educational Gerontology*, Vol. 36, No. 5, pp.435–445. • Billett, S., Dymocka, D., Johnsona, G. and Martin, G. (2011) 'Overcoming the paradox of employers\' views about older workers', *The International Journal of Human Resource Management*, Vol. 22 No. 6, pp.1248–1261. • Calo, T.J. (2008) 'Talent management in the era of the aging workforce: the critical role of knowledge transfer', *Public Personnel Management*, Vol. 37, No. 4, pp.403–416. • Chiu, W., Chan, A., Snape, E. and Redman, T (2001) 'Age stereotypes and discriminatory attitudes towards older workers: an East-West comparison', *Human Relations*, Vol. 54, No.5, pp.629–662. • Commission of the European Communities (2000) Memorandum on Lifelong Learning, Commission staff working paper [online]. SEC(2000) 1832, Brussels. <http://www.bologna-berlin2003.de/pdf/MemorandumEng.pdf> (Accessed 10 February 2012). • Commission of the European Communities (2004) Increasing the Employment of Older Workers and delaying the Exit from the Labour Market [online]. COM(2004) 146 final, Brussels. <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=COM:2004:0146:FIN:EN:PDF> (Accessed 10 February 2012). • Commission of the European Communities (2005) Green Paper "Confronting demographic change: a new solidarity between the generations" [online]. COM(2005), 94 final, Brussels. http://europa.eu/legislation_summaries/employment_and_social_policy/situation_in_europe/c10128_en.htm (Accessed 10 February 2012). • Costanzo P.R. and Hoy M.B. (2007) 'Intergenerational relations: themes, prospects, and possibilities', *Journal of Social Issues*, Vol. 63, No.4, pp.885–902. • Coudin, G. and Alexopoulos, T. (2010) "'Help me! I'm old!" How negative aging stereotypes create dependency among older adults', *Aging & Mental Health*, Vol. 14, No. 5, pp.516–523. • Dalen, H.P. van, Henkens, K. and Schippers, J. (2009) 'Dealing with older workers in Europe: a comparative survey of employers\' attitudes and actions', *Journal of European Social Policy*, Vol. 19, No. 1, pp.47–60. • Furunes, T, Mykletun, R.J. and Solem, P.E. (2011) 'Age management in the public sector in Norway: exploring managers\' decision latitude', *The International Journal of Human Resource Management*, Vol. 22, No. 6, pp. 1232–1247. • Gaillard, M. and Desmette, D. (2010) '(In)validating stereotypes about older workers influences their intention to retire early and to learn and develop', *Basic and Applied Social Psychology*, Vol. 32, No. 1, pp.86–98. • Gray, L. and McGregor, J. (2003) 'Human resource development and older workers: stereotypes in New Zealand', *Asia Pacific Journal of Human Resources*, Vol. 41, No. 3, pp.338–353. • Guest, R. and Shacklock, K. (2008) 'The impending shift to an older mix of workers: perspectives from the management and economics literature', *International Journal of Organisational Behaviour*, Vol. 10, No. 3, pp.713–728. • Kram, K.E. and Isabella, L.A. (1985) 'Mentoring alternatives: the role of peer relationships in career development', *The Academy of Management Journal*, Vol. 28, No. 1, pp.110–132. • Lankau, M.J. and Scandura, T.A. (2002) 'Mentoring and personal learning: content, antecedents and outcomes', *Academy of Management Journal*, Vol. 45, No. 4, pp.779–790. • Lupou, R., Dorobanțu, A. and Fiore, F. (2010) 'A new lifelong learning model based on intergenerational exchange: premises and foreseen benefits', *Procedia Social and Behavioral Sciences*, Vol. 2, No. 2, pp.2761–2765. • Lyon, P. and Glover, I. (1998) 'Divestment of investment? The contradictions of HRM in relation to older employees', *Human Resource Management Journal*, Vol. 8, No. 1, pp.56–66. • Miclea, M. (2004) "'Learning to do" as a pillar of education and its links to entrepreneurial studies in higher education: European contexts and approaches', *Higher Education in Europe*, Vol. 29, No. 2, pp. 221–231. • Morrison, E.W. (1993) 'Newcomer information seeking: exploring types, modes, resources, and outcomes', *Academy of Management Journal*, Vol. 36, No. 3, pp.557–589. • Naegele, G. and Walker, A. (2006) A guide to good practice in age management [online]. European Foundation for the Improvement of Living and Working Conditions, Dublin, Ireland. <http://www.eurofound.europa.eu/pubdocs/2005/137/en/1/ef05137en.pdf>. • Pušnik, K., Bradač, B., Šlebinger, M. and Rebernik, M (2007) Employment and labour market policies for an ageing workforce and initiatives at the workplace - National overview report: Slovenia. [online] European Foundation for the Improvement of Living and Working Conditions, Dublin, Ireland. <http://www.eurofound.europa.eu/pubdocs/2007/0514/en/1/ef070514en.pdf>. • Walker, A. (2006) 'The emergence of age-management in Europe', *International Journal of Organisational Behaviour*, Vol. 10, No. 1, pp.685–697. • Hofäcker, D. (2010). *Older Workers in a Globalizing World: An International Comparison of Retirement and Late-Career Patterns in Western Industrialized Countries*. Glos, Uk: Edward Elgar Pub. •

Winkelmann-Gleed, A. (2011) 'Demographic change and implications for workforce ageing in Europe', in Wright, T. and Conley, H. (Eds.), *Discrimination at Work Handbook*, Gower Publishing Ltd, Surrey, UK, pp.203–218.

Reference nosilca / Lecturer's references:

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