

UČNI NAČRT / COURSE SYLLABI

Študijsko leto 2017/2018

Predmet / Course	Management kadrov v izobraževanju / Human Resource Management in Education
Šifra predmeta / Course Code	B22MKADI6-VKI
Nosilec predmeta / Course Coordinator	doc. dr. Valerij Dermol
Vrsta predmeta / Type of the course	izbirni / elective
Jezik / Language - Vaje / Tutorials - Predavanja / Lecture	Slovenski / Slovene, Angleški / English Slovenski / Slovene, Angleški / English
Študijski program / Programme	Vodenje in kakovost v izobraževanju (2. stopnja) / Management and Quality in Education (2nd cycle)
Letnik / Year	1.
Primarno študijsko področje / Primary Study Field	Management (poslovođenje in upravljanje - Klasijs 345)
Pogoji za vključitev / Requirements	Ni pogojev

Predavanja Lectures	Vaje Tutorials	Druge oblike študija Other Type of Study	Samostojno delo Individual work	Ure dela Work hours	ECTS
16	8	0	126	150	6

a) Vsebina / Content:

<ol style="list-style-type: none"> 1) Pregled osnovnih pojmov managementa človeških virov (HRM). 2) Prakse HRM kot dejavniki uspešnosti organizacij 3) Organizacijsko vedenje 4) Socialna psihologija organizacij 5) Kontekst dela posameznika in njegova vloga pri determiniranju stališč in vedenja na delovnem mestu 6) Motivacija kadrov 7) Ravnanje z raznolikostjo delovne sile 8) Politike zaposlovanja v sodobnem poslovnem in demografskem okolju – pogled trga. 9) Družbena odgovornost organizacije in posameznika 	<ol style="list-style-type: none"> 1) Review of the basic concepts of HRM. 2) HRM practices as success factors of organizations 3) Organisational behaviour 4) Social psychology of organizations 5) The context of the work of the individual and his role in determining of attitudes and behavior in the workplace 6) Motivation of staff 7) Handling the diversity of the workforce 8) Employment policies in the modern business and demographic environment - a view of the market. 9) Social responsibility of organizations and individuals
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Splošne kompetence / General Competencies:

<p>Študent bo pridobil znanje in spretnosti na naslednjih splošnih vsebinskih področjih:</p> <p>SPL3: Medosebne, socialne spretnosti; SPL5: Voditeljstvo, vodenje ljudi; SPL6: Etičnost; SPL8: Spretnosti kritičnega mišljenja; SPL11: Spretnosti organiziranja in načrtovanja (npr. lastnega dela, dela drugih);</p>	<p>Student will acquire knowledge and skills in the following general areas:</p> <p>SPL3: Interpersonal, social skills; SPL5: Leadership skills; SPL6: Ethics; SPL8: Critical thinking; SPL11: Organising and planning skills;</p>
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Predmetno specifične kompetence / Course Specific Competencies:

<p>Študent bo pridobil znanje in spretnosti na naslednjih specifičnih vsebinskih področjih:</p> <p>PSP4: Metode in orodja za analizo notranjega in zunanjega okolja in določanje razvojnih perspektiv organizacije;</p> <p>PSP5: Pristopi k upravljanju podjetja z načrtovanjem in kontrolo ter uporabo različnih konceptov, metod in orodij;</p> <p>PSP7: Upravljanje s spremembami;</p> <p>PSP8: Kultura in njeni vplivi na vsebinskem področju predmeta;</p> <p>PSP9: Vidik etike na vsebinskem področju predmeta;</p> <p>PSP11: Psihologija na vsebinskem področju predmeta;</p> <p>PSP15: Družbena in okoljska odgovornost na vsebinskem področju predmeta</p> <p>PSP16: Raziskovalna metodologija na vsebinskem področju predmeta;</p> <p>PSP18: Splošna razgledanost na vsebinskem področju predmeta.</p>	<p>Student will acquire knowledge and skills in the following specific areas:</p> <p>PSP4: Methods and tools for analysis of an organisation and its environment to identify perspectives;</p> <p>PSP5: Managing a company by planning and controlling by use concepts, methods and tools;</p> <p>PSP7: Change management;</p> <p>PSP8: Culture and its influence in the field of the course;</p> <p>PSP9: Principles of ethics;</p> <p>PSP11: Psychology in the field of the course;</p> <p>PSP15: Social and environmental responsibility in the fields of the course;</p> <p>PSP16: Research methodology in the fields of the course;</p> <p>PSP18: General overview of the course content area.</p>
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Predvideni študijski rezultati / Intended Learning Outcomes:

<p>Študent doseže naslednje študijske rezultate:</p> <ol style="list-style-type: none"> 1. Uporabi metode in orodja za analizo notranjega in zunanjega kadrovskega okolja podjetja. 2. Kritično presodi potrebo po spremembah na kadrovskem področju v organizaciji in predstavi razvojne perspektive. 3. Ponazori pomen dela v multikulturnem okolju. 4. Razloži pomen etičnega delovanja posameznika in organizacije. 5. Opiše psihološke teorije managementa človeških virov. 6. Ovrednoti vodenje v organizaciji. 7. Reuje dileme družbene odgovornosti na kadrovskem področju. 8. Uporablja sposobnosti vodenja ljudi. 9. Rešuje kadrovske probleme. 	<p>Student achieves the following learning outcomes:</p> <ol style="list-style-type: none"> 1. Uses methods and tools for the analysis of internal and external human resource environment of an organization. 2. Critically evaluates the need for changes in the HR field in the organization and presents the development prospects of an organization. 3. Illustrates the importance of working in a multicultural environment. 4. Explains the importance of ethics of the individual and the organization. 5. Describes psychological theories of human resource management. 6. Evaluates leadership in an organization. 7. Solves dilemmas on social responsibility in the fields of HR. 8. Applies their leadership skills. 9. Solves HR problems.
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Oblike in metode poučevanja in učenja / Types and Methods of Teaching and Learning

<i>Oblike dela</i>	Frontalna oblika poučevanja; Delo v manjših skupinah;
<i>Types of Teaching and Learning</i>	Frontal teaching; Work in smaller groups or pairs;

Metode dela	Razlaga; Razgovor/diskusija/debata; Delo z besedilom; Proučevanje primera; Igra vlog/Javni nastop; Gost iz prakse;
Teaching and Learning Methods	Explanation; Conversation/discussion/debate; Work withh text; Case study; Role-play; Public presentation; Guest from practice;

Načini ocenjevanja v % / Types of Student Assessment

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

Temeljna literatura / Literature:

- 1.Zupan, N., Svetlik, I., Stanojević, M., Možina, S., Kohont, A., in Kaše, R. (2009). Menedžment človeških virov. Ljubljana: Založba FDV.
- 2.Možina, S., Rozman, R., Tavčar, M. I., Pučko, D., Ivanko, Š., Lipičnik, B., idr. (2002). Management: nova znanja za uspeh. Radovljica: Didakta.
- 3.Dermol, Valerij (ur.). (2013). Sodobni izzivi managementa človeških virov. Celje: Mednarodna fakulteta za družbene in poslovne študije.
- 4.Torrington, D., Hall, L., in Taylor, S. (2008). Human Resource Management. Harlow: Pearson Education Limited.
- 5.Bohlander, George in Scott Snell. (2004). Managing Human Resources. 13th edition. Manson: Thomson South-Western.
- 6.Swanson, R. A, in Holton, E. F. (2009). Foundations of Human Resource Development. Berrett Koehler Publishers.
- 7.Razne študije primerov, ki jih pripravita nosilca / Case studies prepared by course coordinator.

Reference nosilca / Lecturer's references:

- Babnik, K., Trunk Širca, N., Dermol, V. (2015). Individuals learning in work teams : support to knowledge management initiatives and an important source of organizational learning. Procedia - social and behavioral sciences, 178-185.
- Babnik, K., Breznik, K., Dermol, V., Trunk Širca, N. (2014). The mission statement: organisational culture perspective. Industrial management + data systems, 4 (114), 612-627.
- Dermol V., Čater T. (2013). The influence of training and training transfer factors on organisational learning and performance. Personnel Review, 42 (3), 324-348.
- Dermol V. (2012). Synergetic effects of training and training transfer factors in organisations. International Journal of Management in Education, 6(3), 212-227.
- Dermol V., Širok, K. (2009). Effectiveness factors of voucher programmes. International journal of sustainable economy, 1(4), 403-418.
- Dermol V. (2010). Development of entrepreneurial competences. International journal of Euro-Mediterranean studies, 3(1), 27-47.
- Dermol V., Košir S. & Breznik, K. (2010). Social networking principles in education and training. Journal of international scientific publications, Educational alternatives 8(1), 322-331.
- Dermol V., (2012). Relationship between Mission Statement and Company Performance. Scientific Annals of Alexandru Ioan Cuza University of Iasi, Economic Sciences Section 6(1), 325-341.
- Scientific monographs:

¹ Seminarska ali projektna naloga, raziskovalna naloga ipd.

² Plakat, naloga, prispevek

Dermol, V. (ed.), Rakowska, A. (2014) Strategic approaches to human resources management practice. Bangkok, Celje, Lublin: ToKnowPress.

Dermol, V. (ed.) (2014). Incentives for entrepreneurship and entrepreneurship in Slovenia. Celje: Mednarodna fakulteta za družbene in poslovne študije.

Contemporary Challenges of HRM (ed.) (2014). Celje: Mednarodna fakulteta za družbene in poslovne študije.

Širok K., Dermol V., Jurič, A., Marjetič, D. & Trunk Širca, N. (2007). Socrates and Leonardo da Vinci in Slovenia: effects of Socrates II in Leonardo da Vinci II programmes in Slovenia from 2000 to 2006. Koper: Faculty of management.

Dermol V. (2010). Influence of training on learning in a company and on company performance. Celje: Mednarodna fakulteta za družbene in poslovne študije.

Dermol V. (2013). Learning and creation of knowledge in a company. Celje: Mednarodna fakulteta za družbene in poslovne študije.