



Študijsko leto 2020/2021

UČNI NAČRT PREDMETA / COURSE SYLLABUS

Predmet: Course title:	Management staranja in medgeneracijsko sodelovanje v funkciji učenja in znanja Age management and intergenerational cooperation in the function of learning and knowledge
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Študijski program in stopnja Study programme and level	Študijska smer Study field	Letnik Academic year	Semester Semester
Management znanja, 2. stopnja	/	2	/
Knowledge management, 2 nd cycle	/	2	/

Vrsta predmeta / Course type:	Izbirni predmet / Optional course
Koda predmeta / Course code:	MSMS-MZ

Predavanja Lectures	Seminar Seminar	Vaje Tutorial	Druge oblike študija Other type of study	Samost. delo Individual work	ECTS
16	0	8	0	126	6

Nosilec predmeta / Lecturer:	doc. dr. Katarina Babnik
Jeziki/Languages: Lectures:	Predavanja / slovenski / Slovenian in/ali angleški / English
	Seminar / Seminar: slovenski / Slovenian in/ali angleški / English

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

Prerequisites:

Predhodna izobrazba s področja managementa, managementa kadrov, managementa znanja, sociologije ter/ali delovne izkušnje/reference iz omenjenih področij.

Previously acquired knowledge in the field of management, knowledge management, HR management, sociology and management and/or work experience /references in these areas.

Vsebina:

Content (Syllabus outline):

Demografske spremembe in izzivi zaposlovanja, zadrževanja in vključevanja starejših delavcev

- demografske spremembe (staranje populacije)
- stališča, stereotipi in predsodki na področju staranja, starejših oseb in starejših delavcev (ageism),
- znanje o staranju in starejših delavcih,
- organizacijska klima in kultura kot dejavnik raznolikosti v organizacijah.

Management staranja in starejših delavcev

- sistemi in prakse managementa staranja (age management),
- pregled primerov implementacije praks zaposlovanja in zadrževanja starejših delavcev: v Sloveniji in po svetu,
- zaposlovanje, zadrževanje in vključevanje starejših delavcev v funkciji managementa znanja in učenja v organizaciji.

Demographic changes and challenges for employment, retention and integration of older workers:

- demographic changes (aging population)
- prejudices and stereotypes about aging and older people and older workers (ageism),
- knowledge about aging and older workers,
- organizational climate and culture as a factor of diversity in organizations.

Management of aging and older workers

- Systems and practices of age management,
- good practices of recruitment and retention of older workers: Slovenia and around the world,
- age management as a function of knowledge management and learning in an organization.

Medgeneracijsko sodelovanje v organizacijah

- neformalne in formalne prakse medgeneracijskega sodelovanja v delovnem okolju, oblike medgeneracijskega sodelovanja v organizacijah:
 - mentorstvo,
 - tutorstvo,
 - „obratno“ mentorstvo,
 - medgeneracijski timi.

Večnivojski in večrazsežnostni modeli medgeneracijskega sodelovanja v organizacijah:

- determinante medgeneracijskega sodelovanja in družbeni, organizacijski in individualni ravni,
- učinki medgeneracijskega sodelovanja: na družbeni, organizacijski in individualni ravni.

Intergenerational cooperation in organizations

- Informal and formal practices of intergenerational cooperation in the workplace, forms of intergenerational cooperation in organizations:
 - Mentoring
 - tutoring,
 - "reverse" mentoring
 - inter-generational teams.

Multi-level and multi-dimensional models of intergenerational cooperation in organizations:

- determinants of intergenerational cooperation on the societal, organizational, and individual level,
- the positive effects of intergenerational cooperation: on the societal, organizational, and individual level.

Temeljna literatura in viri / Readings:**Obvezna / Compulsory:**

Znanstveni članki / Scientific articles:

1. Babnik, K., Trunk Širca, N. (in press) (2014) 'Knowledge creation, transfer and retention: the case of intergenerational cooperation', *Int. J. of Innovation and Learning*, Vol. 15, No. 4, pp 349-364.
2. 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.
3. Širok, K. (2011). *Dejavniki in poti upokojevanja v Sloveniji: možnosti podaljševanja delovne aktivnosti*, (Znanstvene monografije Fakultete za management Koper). Koper: Fakulteta za management, 2011. 180 str., ilustr. ISBN 978-961-266-108-3. ISBN 978-961-266-109-0. <http://www.fm-kp.si/zalozba/ISBN/978-961-266-109-0.pdf>.

Cilji in kompetence:

Študentje bodo razvili naslednje splošne kompetence:

- **SPL1:** Delo s podatki in informacijami
- **SPL4:** Sodelovalno, timsko delo, delo v skupini
- **SPL7:** Raznolikost in multikulturalnost
- **SPL8:** Spretnosti kritičnega mišljenja
- **SPL12:** Spretnosti verbalne komunikacije (npr. retorika, predstavitvene veščine)

Študentje bodo razvili naslednje predmetno-specifične kompetence:

- **PSP5:** Pristopi k upravljanju podjetja z načrtovanjem in kontrolo ter uporabo različnih konceptov, metod in orodij.
- **PSP7:** Upravljanje s spremembami
- **PSP8:** Kultura in njeni vplivi na vsebinskem področju predmeta.
- **PSP11:** Psihologija na vsebinskem področju predmeta.

Objectives and competences:

Students will develop the following **general competences**:

- **SPL1:** Work with data and information
- **SPL4:** Cooperation, team work, group work
- **SPL7:** Diversity and multi-cultural skills
- **SPL8:** Critical thinking
- **SPL12:** Verbal communication skills (e.g. rhetorics, presentation skills);

Students will develop the following course-specific competences:

- **PSP5:** Managing a company by planning and controlling by use concepts, methods and tools
- **PSP7:** Change management
- **PSP8:** Culture and its influence in the field of the course
- **PSP11:** Psychology in the field of the course

**Predvideni študijski rezultati:
Znanje in razumevanje:**

Študenti bodo:

- poznali ključne nevarnosti in izzive managementa kadrov, ki jih narekujejo demografske spremembe v družbi,
- poznali ključna področja managementa starejših delavcev ter primer uspešnih oblik zaposlovanja, zadrževanja in vključevanja starejših delavcev,
- poznali in razumeli pomen uvajanja oblik in praks medgeneracijskega sodelovanja v organizacijah,
- zmožni kritične refleksije, poglobljenega abstraktnega razmišljanja in sinteze novih in kompleksnih idej na vsebinskih področjih predmeta,
- zmožni odločanja glede uporabe različnih možnih rešitev medgeneracijskega sodelovanja,
- zmožni samostojnega raziskovalnega in strokovnega dela na področju managementa staranja in medgeneracijskega sodelovanja.

**Intended learning outcomes:
Knowledge and understanding:**

Students will:

- be familiar with the key threats and challenges of human resource management driven by demographic changes in the society,
- be aware of the key age management areas and examples of successful recruitment, retention and integration of older workers,
- know and understand of the importance of implementing forms and practices of intergenerational cooperation in organizations,
- be capable of critical reflection, in-depth abstract thinking and synthesis of new and complex ideas in the areas covered by the course,
- be able to take decisions about the utilisation of different solutions of age management and intergenerational cooperation,
- be able to perform independent research and professional work in the field of age management and intergenerational cooperation.

Metode poučevanja in učenja:

Oblike dela:

- Frontalna oblika poučevanja
- Delo v manjših skupinah oz. v dvojicah
- Samostojno delo študentov
- e-učenje
- drugo (vpišite) _____

Metode (načini) dela:

- Razlaga
- Razgovor/ diskusija/debata
- Delo z besedilom
- Proučevanje primera
- Igra vlog
- Druge vrste nastopov študentov
- Reševanje nalog
- Študijski obiski podjetij ipd.)
- Vključevanje gostov iz prakse
- Udeležba na okrogli mizi, na konferenci

Learning and teaching methods:

Types of learning/teaching:

- Frontal teaching
- Work in smaller groups or pair work
- Independent students work
- e-learning
- other _____

Teaching methods:

- Explanation
- Conversation/discussion/debate
- Work with texts
- Case studies
- Role-play
- Different presentation
- Solving exercises
- Field work (e.g. company visits)
- Inviting guests from companies
- Attending round table and conference

Ocenjevanje:

Način (pisni izpit, ustno izpraševanje, naloge, projekt)

**Teža
Weight (%)**

Assessment:

Type (written exam, oral exam, coursework, project)

Sprotno ustno (aktivno sodelovanje pri kontaktnih urah)	20	Oral verification and assessment of knowledge (active participation during contact hours)
Sprotno pisno preverjanje znanja (krajši pisni izdelki)	-	Written verification and assessment of knowledge (short assignments)
Daljši pisni izdelki (seminarska naloga, projektna naloga)	50	Written verification and assessment of knowledge (longer written casework, projects)
Javni nastop ali predstavitev	-	Presentations
Končni ustni izpit	30	Final examination (oral)
Končni pisni izpit	-	Final examination (written)
Drugo (vpišite)	-	Other

Reference nosilca učne enote / Lecture's references:

1.01 Izvirni znanstveni članek

1. LEP, Žan, BABNIK, Katarina, HACIN BEYAZOGLU, Kaja. Emotional responses and self-protective behavior within days of the COVID-19 outbreak : the promoting role of information credibility. *Frontiers in psychology*, ISSN 1664-1078, jul. 2020, vol. 11, art. 1846, str. 1-8, tabele, graf. prikazi. <https://www.frontiersin.org/articles/10.3389/fpsyg.2020.01846/full>, doi: 10.3389/fpsyg.2020.01846.
2. HVALIČ TOUZERY, Simona, BABNIK, Katarina, PIVAC, Sanela, SKELA-SAVIČ, Brigita. Measuring individual and work-related correlates of employees well-being with a short form of the psychological general well-being index : a pilot validation study in Slovenia. *Human systems management*, ISSN 1875-8703, 2020, vol. 39, iss. 2, str. 265-275.
3. BABNIK, Katarina, TRUNK ŠIRCA, Nada. Knowledge creation, transfer and retention : the case of intergenerational cooperation. *International journal of innovating and learning*, ISSN 1471-8197, 2014, vol. 15, no. 4, str. 349-364, ilustr., doi: 10.1504/IJIL.2014.062472. [COBISS.SI-ID 12870305].
4. TRUNK ŠIRCA, Nada, BABNIK, Katarina, BREZNIK, Kristijan. Towards organisational performance : understanding human resource management climate. *Ind. manage. data syst.*, 2013, vol. 113, no. 3, str. 367-384, ilustr., doi: 10.1108/02635571311312668. [COBISS.SI-ID 512349753]

1.16 Samostojni znanstveni sestavek ali poglavje v monografski publikaciji

1. BABNIK, Katarina. Nepravičen in krivičen odnos v povezavi z delom : opredelitve in razlage nasilja na delovnem mestu. V: BOŠTJANČIČ, Eva (ur.), REBERC, Ana (ur.), AJDIŠEK, Manca. *Obrazi nasilja na delovnem mestu : psihološki pogledi in slovenska praksa*. 1. izd. Ljubljana: Znanstvena založba Filozofske fakultete. 2019, str. 15-38.
2. DERMOL, Valerij, BABNIK, Katarina, TRUNK ŠIRCA, Nada. Intergenerational programming : An imperative for today's workplace. V: RAKOWSKA, Anna (ur.), BABNIK, Katarina (ur.). *Human resources management challenges : Learning & development*. Electronic ed. Bangkok; Celje; Lublin: ToKnowPress. 2015, str. 155-176.
3. BABNIK, Katarina, STUBELJ, Mojca, LIČEN, Sabina, POKLAR VATOVEC, Tamara, PUCER, Patrik, ŠTEMBERGER KOLNIK, Tamara, ŽVANUT, Boštjan. Dejavniki poklicnega odločanja v zdravstveni negi in v prehranskem svetovanju - dietetiki. V: HOZJAN, Dejan (ur.). *Razvijanje kakovosti na Univerzi na Primorskem : [večavtorska znanstvena monografija]*. Koper: Založba Univerze na Primorskem. 2015, str. 121-133, tabele. <http://www.hippocampus.si/ISBN/978-961-6963-65-7.pdf>.
4. REBEC, Doroteja, KARNJUŠ, Igor, LIČEN, Sabina, BABNIK, Katarina. Breaking down taboos concerning sexuality among the elderly. V: MIVŠEK, Ana Polona (ur.). *Sexology in midwifery*. Rijeka: InTech. 2015, str. 189-208, tabele. <http://cdn.intechopen.com/pdfs-wm/47873.pdf>, <http://www.intechopen.com/books/sexology-in-midwifery/breaking-down-taboos-concerning-sexuality-among-the-elderly>, doi: 10.5772/59302.

1.18 Strokovni sestavek v slovarju, enciklopediji ali leksikonu

1. BENKO, Ester, BABNIK, Katarina, VON HUMBOLDT, Sofia. Learned helplessness. V: GU, Danan (ur.), DUPRE, Matthew E. (ur.). *Encyclopedia of gerontology and population aging*. Cham: Springer, 2019, str. 1-3. https://link.springer.com/referenceworkentry/10.1007%2F978-3-319-69892-2_75-1, doi: 10.1007/978-3-319-69892-2_75-1.
2. BABNIK, Katarina, BENKO, Ester, VON HUMBOLDT, Sofia. Ryff's psychological well-being scale. V: GU, Danan (ur.), DUPRE, Matthew E. (ur.). *Encyclopedia of gerontology and population aging*. Cham: Springer, 2019, str. 1-6. https://link.springer.com/referenceworkentry/10.1007%2F978-3-319-69892-2_89-1, doi: doi.org/10.1007/978-3-319-69892-2_89-1.