



UČNI NAČRT / COURSE SYLLABUS

Študijsko leto 2020/2021

Predmet / Course	Management in organizacija / Management and Organisation
Šifra predmeta / Course Code	B11MANAG-MO6-PSD
Nosilec predmeta / Course Coordinator	izr. prof. dr. Drago Dubrovski
Vrsta predmeta / Type of the course	obvezni/compulsory
Jezik / Language - Predavanja / Lecture - Vaje / Tutorials	Slovenski / Slovene Slovenski / Slovene
Študijski program / Programme	Poslovanje v sodobni družbi (1. stopnja) / Business in Contemporary Economy (1st cycle)
Letnik / Year	1.
Pogoji za vključitev / Requirements	/

Predavanja Lectures	Vaje Tutorials	Druge oblike študija Other Type of Study	Samostojno delo Individual work	Ure dela Work hours	ECTS
20	40	0	90	150	6

Vsebina / Content:

1. Osnove managementa in organizacije. 2. Snovanje in načrtovanje politike organizacije. 3. Temeljna politika organizacije. 4. Razvojna politika organizacije. 5. Sprotna politika organizacije. 6. Management spreminjanja.	1. Basics of management and organisation. 2. Design and planning of organisational policy. 3. Fundamental policy of an organisation. 4. Development policy of an organisation. 5. Real-time policy of an organisation. 6. Change management.
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Splošne kompetence / General Competencies:

<i>Student bo pridobil znanje in spretnosti na naslednjih splošnih vsebinskih področjih:</i> SPL4: Sodelovalno, timsko delo, delo v skupini; SPL5: Voditeljstvo, vodenje ljudi; SPL8: Spretnosti kritičnega mišljenja; SPL9: Ustvarjanje novih zamisli (ustvarjalnost); SPL11: Spretnosti organiziranja in načrtovanja (npr. lastnega dela, dela drugih);	<i>Student will acquire knowledge and skills in the following general areas:</i> SPL4: Cooperation, team work, group work; SPL5: Leadership skills; SPL8: Critical thinking; SPL9: Creativity; SPL11: Organising and planning skills;
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Predmetno specifične kompetence / Course Specific Competencies:

<i>Student bo pridobil znanje in spretnosti na naslednjih specifičnih vsebinskih področjih:</i> PSP1: Značilnosti organizacije, funkcijska področja in razmerja med njimi.; PSP2: Pregled poslovanja, problemi, izzivi in njihovo reševanje, svetovalni načrt.; PSP3: Makro in mikroekonomski elementi in vplivi na organizacije; PSP4: Metode in orodja za analizo notranjega in zunanjega okolja in določanje razvojnih perspektiv organizacije; PSP5: Pristopi k upravljanju podjetja z načrtovanjem in kontrolo ter uporabo različnih konceptov, metod in orodij; PSP7: Upravljanje s spremembami; PSP9: Vidik etike na vsebinskem področju predmeta; PSP18: Splošna razgledanost na vsebinskem področju predmeta.	<i>Student will acquire knowledge and skills in the following specific areas:</i> PSP1: Organizations' characteristics, functional areas and the relationships between them; PSP2: Organisational audit, problems and challenges in business, problem solving, consultancy plans; PSP3: Macro- and microeconomic elements and their impact on an organisation; PSP4: Methods and tools for analysis of an organisation and its environment to identify perspectives; PSP5: Managing a company by planning and controlling by use concepts, methods and tools; PSP7: Change management; PSP9: Principles of ethics; PSP18: General overview of the course content area.
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Predvideni študijski izidi / Intended Learning Outcomes:

<i>Študent bo dosegel naslednje študijske izide:</i> 1. Pozna delovanje organizacije kot skupnosti interesov. 2. Razume elemente in sestavine politike organizacije. 3. Razume pristope načrtovanja in snovanja politike organizacije. 4. Razume, prepozna in razvija kompetence managerjev. 5. Uporabi veščine in spretnosti načrtovanja, uvajanja, vzdrževanja ter vrednotenja sprememb v organizaciji. 6. Razume delovanje vrednostne verige podjetja in obvladovanje povezanih procesov in subjektov. 7. Zna kritično presoditi poslovno-organizacijske odločitve v okviru makro- in mikroekonomskih elementov in vplivov. 8. Pozna merila za razvrščanje organizacij. 9. Pozna pristope načrtovanja in snovanja politike organizacije. 10. Zna rešiti konkretne probleme s področja odločanja v organizaciji. 11. Pozna elemente spreminjanja in sposobnosti organizacije. 12. Zna vrednotiti spremembe v organizaciji. 13. Razume delovanje vrednostne verige podjetja in zna obvladovati povezane procese in subjektov. 14. Razume etični vidik in razsežnosti managementa. 15. Pozna procese v managementu.	<i>Student will achieve the following learning outcomes:</i> 1. Knows the functioning of an organisation as a community of interests. 2. Understands the elements of change and the abilities of an organisation. 3. Understands the elements and components of an organisational policy. 4. Knows how to identify and develop competencies of managers. 5. Uses skills of planning, implementing, maintaining and evaluating changes in an organisation. 6. Understands of the functioning of a company's value chain and the ability to manage related processes and entities. 7. Critical assesses business and organisational decision-making in the macro- and microeconomic elements and influences. 8. Knows criteria for the classification of organisations. 9. Knows to identify the elements and components of an organisational policy. 10. Knows how to solve concrete problems related to decision-making within an organisation. 11. Identifies the elements of change and the abilities of an organisation. 12. Knows how to evaluate changes in an organisation. 13. Understands the functioning of a company's value chain and the ability to manage related processes and entities. 14. Understands ethical aspects and dimensions of management. 16. Understands the processes in management.
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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; Samostojno delo študenta;
<i>Types of Teaching and Learning</i>	Frontal teaching; Work in smaller groups or pairs; Independent student work;
<i>Metode dela</i>	Razlaga; Razgovor/diskusija/debata; Delo z besedilom; Proučevanje primera;
<i>Teaching and Learning Methods</i>	Explanation; Conversation/discussion/debate; Work with text; Case study;

Načini ocenjevanja v % / Types of Student Assessment

Sprotno ustno ocenjevanje / Oral Assessment	15 %
Sprotno pisno ocenjevanje / Written Assessment	15 %
Daljši pisni izdelek / Longer written casework ^{1/}	/
Javni nastop s predstavitevijo rezultatov / Presentations ^{2/}	/
Končni pisni izpit / Final written examination	70 %
Končni ustni izpit / Final oral examination	/
Udeležba in sodelovanje / Participation and cooperation	/
Lestvica ocenjevanja / Grading scale	številaska/numeric

Temeljna literatura / Literature:

1. Dubrovski, D. (2018). Management in organizacija. Celje: MFDPŠ,
2. Duh. M. (2015). Upravljanje podjetja in strateški management. Ljubljana: GV Založba,
3. Lussier, R.N. (2017). Management fundamentals: concepts, applications, and skill development. Thousand Oaks: Sage.

¹ Seminarska ali projektna naloga, raziskovalna naloga ipd.

² Plakat, naloga, prispevek

Reference nosilca / Lecturer's references:

1.01 Izvirni znanstveni članek

1. DUBROVSKI, Drago. Characteristics of strategic partnerships between differently successful companies. *Journal of financial risk management*. [Spletna izd.]. Jun. 2020, vol. 9, no. 2, str. 82-98. ISSN 2167-9541. <https://www.scirp.org/journal/paperinformation.aspx?paperid=100632>, DOI: 10.4236/jfrm.2020.92005. [COBISS.SI-ID 18037507]
2. DUBROVSKI, Drago. Maintaining stakeholders' value in the times of crisis. *Economy & business : Journal international scientific publications*. 2011, vol. 5, part 1, str. 274-284, ilustr. ISSN 1313-2555. <http://www.scientific-publications.net/download/economy-and-business-2011-1.pdf>. [COBISS.SI-ID 15579701]

2.01 Znanstvena monografija

1. DUBROVSKI, Drago. Management in organizacija. Celje: Mednarodna fakulteta za družbene in poslovne študije, 2018. 157 str., ilustr. Znanstvene monografije MFDPS. ISBN 978-961-6813-44-0. ISSN 2232-2116. [COBISS.SI-ID 293211136]

1.16 Samostojni znanstveni sestavek ali poglavje v monografski publikacij

1. DUBROVSKI, Drago. Improved global competitiveness on the basis of new business models influenced by dynamic strategic thinking. V: ANDRAZ, Georgette (ur.). *Dynamic strategic thinking for improved competitiveness and performance*. Hershey: IGI Global, cop. 2020. Str. 271-288. *Advances in business strategy and competitive advantage (ABSCA) book series, Premier reference source*. ISBN 978-1-7998-4552-2, ISBN 1-79984-552-4, ISBN 978-1-7998-5234-6, ISBN 1-7998-5234-2, ISBN 978-1-7998-4553-9. ISSN 2327-3429. [COBISS.SI-ID 26920707]