



UČNI NAČRT / COURSE SYLLABUS

Predmet / Course	Management kadrov v izobraževanju / Human Resource Management in Education
Šifra predmeta / Course Code	B22MKADI6-VKI
Nosilec predmeta / Course Coordinator	Prof. 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.
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
24	0	0	126	150	6

Vsebina / Content:

<ol style="list-style-type: none">1) Pregled osnovnih pojmov managementa človeških virov (HRM).2) Prakse HRM kot dejavnik uspešnosti organizacij3) Organizacijsko vedenje4) Socialna psihologija organizacij5) Kontekst dela posameznika in njegova vloga pri determiniranju stališč in vedenja na delovnem mestu6) Motivacija kadrov7) Ravnanje z raznolikostjo delovne sile8) 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 organizations3) Organisational behaviour4) Social psychology of organizations5) The context of the work of the individual and his role in determining of attitudes and behavior in the workplace6) Motivation of staff7) Handling the diversity of the workforce8) 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:

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

Študent bo pridobil znanje in spretnosti na naslednjih specifičnih vsebinskih področjih: PSP4: Metode in orodja za analizo notranjega in zunanjega okolja in določanje razvojnih perspektiv organizacije;	Student will acquire knowledge and skills in the following specific areas: PSP4: Methods and tools for analysis of an organisation and its environment to identify perspectives;
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<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>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; 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

Oblike dela	Frontalna oblika poučevanja; Delo v manjših skupinah;
Types of Teaching and Learning	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 with 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	

¹ Seminarska ali projektna naloga, raziskovalna naloga ipd.

² Plakat, naloga, prispevek

Temeljna literatura / Literature:

1. Dermol, V (ur.). (2013). *Sodobni izzivi managementa človeških virov*. Celje: Mednarodna fakulteta za družbene in poslovne študije.
2. Dermol, V. (2020). *Ravnanje z znanjem*. Harlow: Pearson. Pilbeam, S. in Corbridge, M. (2010). *People Resourcing and Talent Management*. Harlow: Pearson Education Limited.
3. E-gradivo v e-učilnici.

Reference nosilca / Lecturer's references:

1.01 izvirni znanstveni članek

Skrbinjek, V., Dermol, V. (2016). Designing a programme profile : an example of a bachelor business study programme. *International journal of management, knowledge and learning*, 5(1), 123-136.

Dermol, V., Čater, T. (2013). The influence of training and training transfer factors on organisational learning and performance. *Personnel review*, 42(3), 324-348.

Babnik, K., Trunk-Širca, N., Dermol, V. (2014). Individuals learning in work teams: support to knowledge management initiatives and an important source of organizational learning. In: Abrudan, I. (ed.). *Challenges and innovations in management and leadership*. New York: Elsevier, 178-185, Procedia - social and behavioral sciences, vol. 124.

Dermol, V. (2013). Relationship between learning, knowledge creation and organisational performance. *Analele științifice ale Universității "Al.I. Cuza" din Iași. Științe economice*. 60(1), 67-82.

1.08 Objavljeni znanstveni prispevek na konferenci

Trunk Širca, N., Dermol, V., Trunk, A., Majcen, Š.. (2019). Skills that get you a job : the role of HE and youth mobility in the EU. In: Dermol, V. (ed.). *Thriving on future education, industry, business and society : proceedings of the MakeLearn and TIIM International Conference*, 15-17 May 2019, Piran, Slovenia. Bangkok; Celje; Lublin: ToKnowPress, pp 565-568.

Jošt Lešer, V., Trunk Širca, N., Dermol, V., Trunk, A. (2019). Career opportunities for PhD graduates in the knowledge-based economy : case of Slovenia. V: PROSTEAN, Gabriela (ed.). *Challenges and innovation in management and entrepreneurship*. Vol. 238, pp. 104-113.

1.16 Samostojni znanstveni sestavek ali poglavje v monografski publikaciji in

Dermol, V., Babnik, K. (2013). Razmerja med usposabljanjem, dejavniki prenosa usposabljanj, izidi usposabljanj na ravni podjetja ter uspešnostjo podjetja. V: Dermol, V. (ur.). *Sodobni izzivi managementa človeških virov*, (Znanstvene monografije MFDPS, ISSN 2232-2116). Celje: Mednarodna fakulteta za družbene in poslovne študije. 2013, 85-108.

Dermol, V., Babnik, K., Trunk-Širca, N. (2013). Vključevanje in zadrževanje starejših delavcev: priložnost za medgeneracijsko sodelovanje. V: Dermol, V. (ur.). *Sodobni izzivi managementa človeških virov*, (Znanstvene monografije MFDPS, ISSN 2232-2116). Celje: Mednarodna fakulteta za družbene in poslovne študije. 2013, str. 167-179.

Babnik, K., Dermol, V. (2013). Prakse managementa človeških virov kot dejavniki uspešnosti organizacije. V: Dermol, V. (ur.). *Sodobni izzivi managementa človeških virov*. Celje: Mednarodna fakulteta za družbene in poslovne študije, 2013. Str. 55-72, Znanstvene monografije MFDPS.

2.01 Znanstvena monografija

Dermol, V. (2010). *Vplivi usposabljanj na učenje v podjetju in na njegovo uspešnost*, (Znanstvene monografije MFDPS). Celje: Mednarodna fakulteta za družbene in poslovne študije.

Dermol, V. (2020). *Ravnanje z znanjem*. Harlow [etc.]: Pearson.

Dermol, V., Musek Lešnik, K., Košir, S., Breznik, K., Gorenak, M., Trunk Širca, N. (2016). *Synergy of values, missions and visions in companies*. Bangkok; Celje; Lublin: ToKnowPress; Celje: distributed by International School for Social and Business Studies.