	UČNI NAČRT PREDMETA/COURSE SYLLABUS
Predmet:	Organizacijsko vedenje
Course title	Organisational Behaviour

Študijski program in stopnja Study programme and level	Študijska smer Study field	Letnik Academic year	Semester Semester
Upravljanje poslovnih in informacijskih sistemov / 2. stopnja	Upravljanje poslovnih sistemov	2. letnik	3.
Business and Information Systems Management / 2nd Cycle	Business Systems Management	2nd year	3rd

Vrsta predmeta/Course type	izbirni/elective

Univerzitetna koda predmeta/University course code	2_UPS_IP_UN9

Predavanja Lectures	Seminar Seminar	Sem. vaje Tutorial	Lab. vaje Laboratory work	Teren. vaje Field work	Samost. delo Individ. work	ECTS
15		10			155	6

Nosilec predmeta/Lecturer:	prof. dr. Jasmina Starc

Jezik/ Languages:	Predavanja/Lectures:	slovenski/Slovenian
	Vaje/Tutorial:	slovenski/Slovenian

Pogoji za vključitev v delo oz. za opravljanje študijskih obveznosti:	Prerequisites:
• pogoj za vključitev v delo je vpis v drugi letnik študijskega programa, • študent mora pred izpitom pripraviti in predstaviti projektno nalogo.	• the condition for inclusion is entry in the second year of study, • student has to prepare, present and defend a project paper before the exam.

Vsebina:	Content (Syllabus outline):
• *Uvod.* • *Organizacija in njeno relevantno okolje.* Relevantni dejavniki zunanjega in notranjega okolja. Dinamika procesov izmenjave z okoljem, diferenciacije in integracije v organizaciji. Spreminjanje in razvoj organizacije, kot proces prilagajanja na spremembe v okolju. • *Potrebe in motivacijski mehanizmi.* Razmerje med potrebami	• *Introduction.* • *Organization and its relevant environment.* Relevant factors of the external and internal environment. Dynamics of the environment exchange processes, differentiation and integration in the organization. Changing and developing the organization as a process of adapting to changes in the environment. • *Needs and motivation mechanisms.*

organizacije in potrebami zaposlenih. Struktura moči in vpliva v organizaciji. Postopki in načini razreševanja konfliktov.	The relationship between the needs of the organization and the needs of employees. Structure of power and influence in the organization. Procedures and methods of resolving conflicts.
• *Dejavniki, ki določajo organizacijsko vedenje.* Kupci - uporabniki izdelkov ali storitev. Dobavitelji. Lokalna skupnost. Država. Kulturni vzorci in tradicija okolja. Velikost in narava organizacije. Vrsta dejavnosti. Cilji in strategija organizacije. Tehnologija. Organizacijska kultura. Proces upravljanja in vodenja. Načini, postopki in uporabljene metode in stili pri sprejemanju odločitev. Pričakovanja in vrednote zaposlenih. Uporaba etičnih meril pri delu in odločanju.	• *Factors determining organizational behaviour.* Buyers – users of products or services. Suppliers. Local community. State. Cultural patterns and traditions of the environment. The size and nature of the organization. Type of activity. Goals and strategy of the organization. Technology. Organizational culture. Management and leadership process. Ways, procedures, methods and styles used in decision-making. Expectations and values of employees. Application of ethical criteria at work and in decision-making.
• *Sodobne oblike organiziranosti.* Učeča se organizacija. Mrežna organizacija. Virtualna organizacija. Vitka organizacija. Procesna organizacija.	• *Modern forms of organization.* Learning organization. Network organization. Virtual organization. Lean organization. Process organization.
• *Procesi informiranja, komuniciranja in odločanja.* Uporaba sodobne informacijske in komunikacijske tehnologije v delovnih procesih. Oblikovanje odločitvenih modelov za boljšo izrabo tehnoloških, ekonomskih, organizacijskih in kadrovskih virov.	• *Information, communication and decision processes.* The use of modern information and communication technology in work processes. Designing decision-making models for better utilization of technological, economic, organizational and human resources.

Temeljna literatura in viri/Readings:

Temeljna literatura/Basic literature

- Robbins, P. S., Judge, A. T. (2007). Organizational Behavior Prentice Hall, New Jersey.
- Ivanko, Š., Stare, J. (2007). Organizacijsko vedenje. Ljubljana: Fakulteta za upravo.

Priporočljiva literatura/Recommended literature
- Schermerhorn, R. J., Hant, G. J., Osborn, N. R. (2005). Organizational behavior. New York: John Wiley&Sons.

Cilji in kompetence:	Objectives and competences:

Učna enota prispeva predvsem k razvoju naslednjih splošnih in specifičnih kompetenc:

- usposobljenost za raziskovanje na področju organizacijskega vedenja,
- sposobnost stalnega pridobivanja novega znanja in informacij,
- uporaba znanja in raziskovalnih rezultatov v praksi,
- usposobljenost za uporabo metod analize in sinteze pri diagnosticiranju potreb zaposlenih in potreb organizacije,
- sposobnost povezovanja ciljev in strategij z operativnim načrtovanjem, izvajanjem in nadziranjem procesov dela,
- sposobnost povezovanja tehnoloških, ekonomskih, organizacijskih in kadrovskih virov v skupnem delovanju pri uresničevanju ciljev organizacije,
- sposobnost dinamičnega načrtovanja, oblikovanja in spreminjanja delovnih procesov, organizacijskih struktur, delovnih vrednot, motivacij in karier zaposlenih ter stilov in načinov vodenja,
- uporaba sodobne informacijske tehnologije pri upravljanju in vodenju organizacije.

The learning unit mainly contributes to the development of the following general and specific competences:

- competence for research in the field of organizational behaviour,
- the ability to continuously acquire new knowledge and information,
- application of knowledge and research results in practice,
- the ability to use the methods of analysis and synthesis in diagnosing the needs of employees and organization,
- the ability to integrate goals and strategies with operational planning, implementation and monitoring of work processes,
- the ability to integrate technological, economic, organizational and human resources in joint operation for achieving goals of the organization,
- the ability to dynamically plan, design and modify work processes, organizational structures, work values, motivation and careers of employees, including styles and methods of leadership,
- the use of modern information technology in managing and leading the organization.

Predvideni študijski rezultati:	Intended learning outcomes:

Študent/študentka:

- spozna najnovejše teorije o organizacijskem vedenju;
- seznani se z metodami za:
  - diagnosticiranje obstoječega stanja v organizaciji,
  - načrtovanje delovnih procesov, vlog in motivacijskih mehanizmov,
  - projektiranje organizacijskih struktur,
  - oblikovanje odločitvenih modelov;
- pridobljeno znanje zna uporabiti pri analizi in sintezi stanja v organizaciji,

Students:

- get to know the latest theories about organizational behaviour;
- get acquainted with methods for:
  - diagnosing the existing situation in the organization,
  - designing work processes, roles and motivation mechanisms,
  - designing organizational structures,
  - designing decision-making models;
- can use the acquired knowledge in the analysing and synthesising the

	existing situation in the organization,
- usposobi se za raziskovanje organizacijskega vedenja, - pridobi informacije in spodbude za nenehno spremljanje najnovejših izkušenj in raziskovalnih rezultatov na področju organizacijskega vedenja, - usposobi se za uspešno delo z ljudmi, - ob upoštevanju znanja iz drugih predmetov zna uspešno načrtovati, organizirati, izvajati in nadzorovati delovne procese.	- are qualified for researching organizational behaviour, - obtain information and incentives for continuous monitoring of the latest experience and research findings in the field of organizational behaviour, - are qualified for successful work with people, - considering knowledge from other subjects, they can successfully plan, organize, implement and monitor the work processes.

Metode poučevanja in učenja:	Learning and teaching methods:
- *predavanja* z aktivno udeležbo študentov, - priprava *projektne naloge* (izbor tem projektnih nalog iz prakse, usposabljanje za timsko delo, uporaba teoretičnih modelov na konkretnem primeru), - predstavitev *projektne naloge* (tehnika predstavljanja problemov, sposobnost argumentiranja, evalvacije in samoocenjevanja), - individualne in skupinske *konzultacije* (razprave, dodatna razlaga, analiza primerov).	- *lectures* with active participation of students, - preparing the *project paper* (selection of topics from practice, training for team work, using theoretical models on a concrete case), - presentation of *project paper* (technique of problem presentation, the ability of argumentation, evaluation and self-assessment), - *individual and group consultations* (discussion, further explanation, case analysis).

Načini ocenjevanja:	Delež (v %) Weight (v %)	Assessment:
Načini: - 100 % udeležba na predavanjih in vajah, - uspešno opravljena projektna naloga s predstavitvijo in zagovorom. Če študent ni 100 % udeležen na predavanjih in vajah, mora poleg projektne naloge opraviti tudi izpit: - izpit, - priprava, predstavitev in zagovor projektne naloge.	100 % 60 % 40 %	Types: - 100 % attendance of lectures and tutorial, - successfully accomplished project assignment with presentation and defense. If the student has not fully attended lectures and tutorial (100%), they have to prepare the project paper and take the exam: - exam, - preparation, presentation and defense of a project paper.

Ocenjevalna lestvica: ECTS.		Grading scheme: ECTS.