

	UČNI NAČRT PREDMETA/COURSE SYLLABUS
Predmet:	Razvoj človeških virov
Course title	Human Resources Development

Študijski program in stopnja Study programme and level	Študijska smer Study field	Letnik Academic year	Semester Semester
Poslovna ekonomija 2	Poslovna ekonomija	1.	2.
Business Economics 2	Business Economics	1 st	2 nd

Vrsta predmeta/Course type obvezni/obligatory

Univerzitetna koda predmeta/University course code

Predavanja Lectures	Seminar Seminar	Sem. vaje Tutorial	Lab. vaje Laboratory work	Teren. vaje Field work	Samost. delo Individ. work	ECTS
24		16				7

Nosilec predmeta/Lecturer: prof. dr. Jasmina Starc

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

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

<ul style="list-style-type: none"> • Pogoj za vključitev v delo je vpis v prvi letnik študijskega programa. • Študent mora pred izpitom pripraviti in predstaviti raziskovalno nalogo. 	<ul style="list-style-type: none"> • The condition for inclusion is entry in the first year of study. • Student has to prepare, present and defend a research paper before the exam.
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Vsebina:

Content (Syllabus outline):

<ul style="list-style-type: none"> • <i>Vpliv okolja in okoliščine, ki vplivajo na ravnanje z ljudmi pri delu.</i> Definicije, cilji in sestavine ravnanja z ljudmi pri delu, spremembe na trgu, percepcija, tekmovanje med organizacijami. Vloga tradicije, delovnih navad, vrednot, norm, menedžmenta. • <i>Ključne točke ravnanja z ljudmi pri delu,</i> planiranje ljudi, pomembnejše človekove lastnosti: učenje in znanje, spretnosti, motivacija, kreativnost, čustva, vedenjski vzorci. • <i>Ravnanje z uspešnostjo.</i> Definicije uspešnosti, modeli ravnanja z uspešnostjo, standardi uspešnosti, kako razviti standarde uspešnosti, primeri standardov, posebnosti standardov uspešnosti, preverjanje standardov uspešnosti, spremljanje uspešnosti in 	<ul style="list-style-type: none"> • <i>Impact of the environment and the circumstances affecting human resource management.</i> Definitions, goals and elements of human resource management, market changes, perception, competition between organizations. The role of tradition, working habits, values, norms, management. • <i>Key points of human resource management,</i> planning of people, more important human characteristics: learning and knowledge, skills, motivation, creativity, emotions, behavioural patterns. • <i>Performance management.</i> Performance definitions, performance management models, performance standards, how to develop the standards of performance,
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<p>povratne informacije, spremljanje človekovega vedenja, ocenjevanje delavčevega vedenja, korigiranje opaženega vedenja, metode in tehnike ugotavljanja uspešnosti.</p> <ul style="list-style-type: none"> • <i>Ravnanje z ljudmi pri delu v Evropski skupnosti</i>: Nemčija, Francija, Italija, Velika Britanija, Španija, Portugalska, Danska, Švedska. 	<p>examples of standards, particularities of performance standards, performance benchmarks, performance monitoring and feedback, monitoring human behaviour, employee behaviour assessment, correction of the observed behaviour, methods and techniques for determining performance.</p> <ul style="list-style-type: none"> • <i>Human resource management in the European Community</i>: Germany, France, Italy, Great Britain, Spain, Portugal, Denmark, Sweden.
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Temeljna literatura in viri/Readings:

<ul style="list-style-type: none"> • Ignjatović, M. (2002). Družbene posledice povečevanja prožnosti trga delovne sile. Ljubljana: Znanstvena knjižnica, FDV. • Kramberger, A. (1999). Poklici, trg dela in politika. Ljubljana: Znanstvena knjižnica, FDV. • Možina, S. et al. (2002). Management kadrovskih virov. Ljubljana: Knjižna zbirka Profesija, FDV. • Svetlik, I. in Ilič, B. (2004). Razpoke v zgodbi o uspehu: primerjalna analiza upravljanja človeških virov v Sloveniji. Ljubljana: Založba Sophia.

Cilji in kompetence:

<p><i>Učna enota prispeva predvsem k razvoju naslednjih splošnih in specifičnih kompetenc:</i></p> <ul style="list-style-type: none"> • celovito kritično mišljenje, sposobnost analize, sinteze in predvidevanja na področju ekonomskih, poslovnih, upravnih, organizacijskih, naravoslovno matematičnih ter drugih družbenih ved; • sposobnost kreativne uporabe znanja v poslovnem okolju; • avtonomnost pri odločanju in odgovornost za sprejete odločitve; • zavezanost profesionalni etiki; • usposobljenost za razvijanje kulture nediskriminativnosti in spoštovanje medkulturnih razlik; • ozaveščenost o nujnosti lastnega izpopolnjevanja, dopolnjevanja, poglobljanja in posodabljanja znanja. • sposobnost za reševanje konkretnih delovnih problemov z uporabo znanstvenih metod in postopkov; • razumevanje vrednot in vrednostnih sistemov ter profesionalno-etičnih načel; • poznavanje teoretičnih osnov in obvladovanje veščin za delo z ljudmi: poslovno komuniciranje, vodenje, vzpodbujanje k ustvarjalnosti, krepitev in ohranjanje lastne osebnostne stabilnosti in konstruktivno reševanje konfliktnih situacij;

Objectives and competences:

<p><i>The learning unit mainly contributes to the development of the following general and specific competences:</i></p> <ul style="list-style-type: none"> • comprehensive critical thinking, the competence for analysis, synthesis and anticipation in the field of economic, business, management, organisational, natural-mathematical and other social sciences, • the ability of creative use of knowledge in the business environment, • autonomy in decision-making and responsibility for decisions made; • commitment to professional ethics; • the ability to develop a culture of non-discrimination and respect for intercultural differences; • awareness of the necessity of self-improvement, complementation, deepening and updating of knowledge. • the ability to solve concrete work problems using scientific methods and procedures; • understanding values and value systems and professional-ethical principles; • knowledge of theoretical bases and management of skills for working with people: business communication, leadership, encouraging creativity, strengthening and maintaining one's own

<ul style="list-style-type: none"> • poznavanje in razumevanje teoretičnih osnov in principov svetovalnega dela. 	<p>personal stability and constructive resolution of conflict situations;</p> <ul style="list-style-type: none"> • knowledge and understanding of theoretical bases and principles of counselling work.
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Predvideni študijski rezultati:

Intended learning outcomes:

<p>Znanje in razumevanje:</p> <p><i>Študent/Študentka:</i></p> <ul style="list-style-type: none"> • razume in pozna vplive okolja na ravnanje z ljudmi pri delu; • razume in pozna okoliščine, ki vplivajo na ravnanje z ljudmi pri delu; • spozna pomen in vlogo upoštevanja človekovih lastnosti in njegovih vedenjskih vzorcev pri planiranju ljudi, opravljanju delovnih nalog, napredovanju; • seznaneni se z metodami in tehnikami ugotavljanja uspešnosti; • spozna pomen in vlogo spremljanja in ocenjevanja delavčeve uspešnosti ter povratnih informacij; • spozna ravnanje z ljudmi pri delu v Evropski skupnosti. 	<p>Knowledge and understanding:</p> <p><i>Students:</i></p> <ul style="list-style-type: none"> • understand and know the environmental impact on human resource management; • understand and know the circumstances which influence human resource management; • get to know the importance and role of respecting human characteristics and behavioural patterns in people planning, performing tasks, promotions; • get acquainted with the methods and techniques for determining performance; • get to know the importance and role of monitoring and evaluating employee performance and feedback; • learn about human resource management in the European Community.
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Metode poučevanja in učenja:

Learning and teaching methods:

<ul style="list-style-type: none"> • <i>predavanja</i> z aktivno udeležbo študentov (razlaga, diskusija, vprašanja, primeri, reševanje problemov); • <i>vaje</i> v povezavi s prakso (refleksija izkušenj, projektno delo, timsko delo, metode kritičnega mišljenja, diskusija, sporočanje povratne informacije, socialne igre); • <i>eksperimentalne vaje</i>, ki temeljijo na izkušnjskem, sodelovalnem in problemskem učenju (samostojno učenje, diskusija, razlaga, opazovanje, timsko delo, študija primera, sodelovalno učenje); • <i>individualne in skupinske konzultacije</i> (diskusija, dodatna razlaga, obravnava specifičnih vprašanj). 	<ul style="list-style-type: none"> • <i>lectures</i> with active participation of students (explanation, discussion, questions, examples, problem solving); • <i>tutorial</i> in connection with practice (reflection of experience, project work, teamwork, critical thinking methods, discussion, feedback, social games); • <i>experimental work</i> based on the empirical, and collaborative problem-learning (self-study, discussion, interpretation, observation, teamwork, case studies, cooperative learning); • <i>individual and group consultations</i> (discussion, further explanation, considering specific issues).
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Načini ocenjevanja:

Delež (v %)
Weight (v %)

Assessment:

<p>Način (pisni izpit, ustno spraševanje, naloge, projekt):</p> <ul style="list-style-type: none"> • izpit • priprava, predstavitev in zagovor 	<p>60</p> <p>40</p>	<p>Types (written examination, oral examination, coursework, project):</p> <ul style="list-style-type: none"> • exam, • preparation, presentation and
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raziskovalne naloge		defense of a project paper
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