

	UČNI NAČRT PREDMETA/COURSE SYLLABUS
Predmet:	Sodobne organizacijske teorije
Course title	Contemporary Organisational Theories

Študijski program in stopnja Study programme and level	Študijska smer Study field	Letnik Academic year	Semester Semester
Poslovna ekonomija 2	Poslovna ekonomija	2.	3.
Business Economics 2	Business Economics	2 nd	3 rd

Vrsta predmeta/Course type izbirni/elective

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: Doc. dr. Milena Kramar Zupan

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 drugi 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 second year of study. • Student has to prepare, present and defend a research paper before the exam.
-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

Vsebina:

Content (Syllabus outline):

<ul style="list-style-type: none"> • <i>Teorija organizacije.</i> Teorija organizacije - razlaga. Organizacija kot znanstvena disciplina. • <i>Organizacija.</i> Različni pogledi na organizacijo. Pomembnejše razlage organizacije. • <i>Oris klasičnih organizacijskih teorij.</i> Temeljne hipoteze klasične organizacijske teorije. Klasična teorija organizacije v ZDA. Klasična teorija organizacije v Evropi. Birokratska in oligarhijska organizacija. • <i>Oris neoklasične teorije organizacije.</i> Vodstveni proces in vedenjske teorije. Teorija o medčloveških odnosih. Primerjalna teorija. Teorija izzivanja in odzivanja. Ciljno vodenje. • <i>Oris modernih organizacijskih teorij.</i> 	<ul style="list-style-type: none"> • <i>Theory of organisation.</i> Organisation theory - explanation. Organisation as a science discipline. • <i>Organisation.</i> Different views of the organisation. Significant explanations of the organisation. • <i>Outline of classical organisational theories.</i> Basic hypotheses of the classical organisational theory. The classical organisational theory in the United States. The classical organisational theory in Europe. Bureaucratic and oligarchic organization. • <i>Outline of neoclassical theory of organisation.</i> Management process and behavioural theories. The theory of interpersonal relations. Comparative theory. The challenge and response
--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

<p>Moderni nazori v teoriji organizacije. Sistemska metoda. Sistemski pristop v organizacijski teoriji. Teorija o človeških virih. Likertovi sistemi vodenja. Kontingentna teorija organizacije.</p> <ul style="list-style-type: none"> • <i>Postmoderne teorije organizacije.</i> Nastanek in razvoj postmoderne teorije organizacije. • <i>Teorija procesne organiziranosti.</i> Vzroki za nastanek in razvoj procesne organiziranosti. Značilnosti procesne organiziranosti. Procesna struktura organiziranosti. Primeri procesne organiziranosti. • <i>Teorija učeče se organizacije.</i> Učeča se organizacija. Temeljni pristopi učeče se organizacije. Značilnosti učeče se organizacije. Načela učeče se organizacije. Model FOTURA »O«. Model USP 8 K. Uvajanje učeče se organizacije. Primeri učeče se organizacije. • <i>Teorija organizacijskega razvoja.</i> Organizacijski razvoj. Značilnosti organizacijskega razvoja. Model organizacijskega razvoja za aktiviranje nevidnih kapitalov. Program organizacijskega razvoja. • <i>Teorije kakovosti.</i> Kakovost. Modeli obvladovanja kakovosti: TQM, standardi ISO 9001: 2000, Servqual, standardi HACCP, benchmarking, uravnoteženi sistem kazalnikov, kakovost v javni upravi, skupni ocenjevalni okvir (CAF). • <i>Teorija organizacijske odličnosti.</i> Poslovna odličnost. Značilnosti učinkovitih in uspešnih (odličnih) organizacij. Pristopi k spreminjanju organiziranosti. Celostni 7-S model kompleksne organiziranosti. Značilnosti teorije »Z«. Model Republike Slovenije za priznavanje poslovne odličnosti. • <i>Medpodjetniško povezovanje in koncept grozda v novi ekonomiji.</i> Namen in cilji grozdov. Vrste in tipi grozdov. Primeri delovanja grozdov. • <i>Organizacij v razmerah globalne ekonomije.</i> Svetovni razvojni trendi. Značilnosti nove ekonomije. Viri preoblikovanja in uspešnosti poslovanja sodobne organizacije: informacije, komunikacije, znanje in menedžment. • <i>Novi trendi organiziranosti sodobne organizacije.</i> Razvoj oblik poslovne 	<p>theory. Target guiding.</p> <ul style="list-style-type: none"> • <i>Outline of modern organisational theories.</i> Modern ideas in the organisation theory. System method. System approach in organisational theory. The theory of human resources. Likert management systems. Contingent theory of the organisation. • <i>Postmodern theories of the organisation.</i> The emergence and development of the postmodern organizational theory. • <i>Theory of process organisation.</i> Causes for the emergence and development of process organisation. Characteristics of process organisation. Process structure of organisation. Examples of process organisation. • <i>The theory of learning organisation.</i> Learning organisation. Basic approaches of the learning organisation. Characteristics of the learning organisation. Principles of the learning organisation. Model FOTURA "O". Model USP 8 K. Introduction of the learning organisation. Examples of the learning organisation. • <i>Theory of organisational development.</i> Organisational development. Characteristics of organisational development. Model of organisational development to activate invisible capital. Organisational development program. • <i>Theories of quality.</i> Quality. Quality control models: TQM, ISO 9001: 2000 standards, Servqual, HACCP standards, benchmarking, balanced scorecard system, public administration quality, Common Assessment Framework (CAF). • <i>Theory of organisational excellence.</i> Business excellence. Characteristics of efficient and successful (excellent) organisations. Approaches to changing organisation. Integral 7-S model of complex organisation. Characteristics of the "Z" theory. Model of the Republic of Slovenia for recognition of business excellence. • <i>B2B business integration and the concept of a cluster in a new economy.</i> Purpose and objectives of clusters. Types of clusters. Examples of clusters' functioning. • <i>Organisations in the context of the global economy.</i> Global development trends.
-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

<p>organiziranosti. Zvrsti skupnosti e-poslovanja. Projektna organiziranost v omreženi organizaciji.</p>	<p>Features of the new economy. Sources of transformation and performance of modern organisation: information, communication, knowledge and management.</p> <ul style="list-style-type: none"> • <i>New trends in the organisation of contemporary organisations.</i> Development of business organisation forms. Categories of the e-commerce communities. Project organisation in a networked organisation.
----------------------------------------------------------------------------------------------------------	------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

Temeljna literatura in viri/Readings:

<ul style="list-style-type: none"> • Ivanko, Š. (2007). <i>Sodobne organizacijske teorije</i>. Ljubljana: Fakulteta za upravo. • Dimovski, V. (2005). <i>Učeha se organizacija</i>. Ljubljana: GV Založba. • Gabrijelčič, J. (1995). <i>Od kakovosti k odličnosti po poti organizacijskega razvoja</i>. Novo mesto: Dolenjska založba. • Hodge, A. G. (2003). <i>Organization Theory, a Strategic Approach</i>. New Jersey: Prentice Hall. • Kovač, J. et al. (1999). <i>Sodobne oblike in pristopi pri organiziranju podjetij in drugih organizacij</i>. Kranj: Moderna organizacija. • Možina, S. et al. (2006). <i>Menedžment znanja</i>. Maribor: Založba Pivec d. o. o. • Daft, R. L. (2000). <i>Organization Theory & Design</i>. New York: West Publishing Company. • Vila, A. (2004). <i>Organizacija v postmoderni družbi</i>. Kranj: Moderna organizacija. • Sorge, A. (2002). <i>Organization</i>. London: Thomson Learning, Berkshire House. • <i>Organizacija, revija za management, informatiko in kadre</i>. Kranj: Moderna organizacija, - tekoče spremljanje člankov in razprav s področja organizacije.

Cilji in kompetence:

<p><i>Učna enota prispeva predvsem k razvoju naslednjih splošnih in specifičnih kompetenc:</i></p> <ul style="list-style-type: none"> • poglobljeno poznavanje in razumevanje organizacij in procesov v sodobnem poslovnem okolju; • poznavanje vsebine in načinov dela s področja organizacije; • obvladovanje sodobnih organizacijskih teorij s področja organizacije; • sposobnost zagotavljanja nenehnega izboljševanja organizacije, procesov ter izdelkov in/ali storitev; • sposobnost modeliranja organizacijskih sistemov in procesov ter uvajanje rešitev v organizaciji; • poznavanje, spremljanje, vrednotenje organizacijskih kategorij; • odkrivanje, analiziranje in reševanje problemov, ki zadevajo snovanje, oblikovanje in uvajanje sodobnih organizacijskih rešitev; • poznavanje organizacijskih teorij in obvladovanje interdisciplinarnega

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"> • in-depth knowledge and understanding of organisation and processes in a modern business environment; • knowing the content and methods of work in the field of organisation; • mastering modern organisational theories in the field of organisation; • the ability to ensure continuous improvement of the organisation, processes, products and / or services; • the ability to model organisational systems and processes and to introduce solutions in the organisation; • knowledge, monitoring, evaluation of the organisational categories, • discovering, analyzing and solving problems related to planning, designing and implementing contemporary organisational solutions, • knowledge of organisational theories and

<p>načrtovanja politike, strategije in organizacijskih struktur;</p> <ul style="list-style-type: none"> • poznavanje in razumevanje prvin okolja, ki vplivajo na organizacije. 	<p>mastering the interdisciplinary planning of economic policy, strategies and organisational structures,</p> <ul style="list-style-type: none"> • knowledge and understanding of the environmental elements that affect organisations.
-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

Predvideni študijski rezultati:

Intended learning outcomes:

<p>Znanje in razumevanje: <i>Študent/Študentka:</i></p> <ul style="list-style-type: none"> • pozna in razume pomen struktur in procesov v sodobni organizaciji; • razume in obvladuje interakcijo delovanje dejavnikov, ki vplivajo na učinkovitost in uspešnost organizacije; • uporablja znanje in veščine s področja sodobne organizacije; • aktivno in kritično spremlja in reflektira aktualno dogajanje s področja organizacije; • kritično vrednoti različne izkušnje s področja organizacije. 	<p>Knowledge and understanding: <i>Students:</i></p> <ul style="list-style-type: none"> • know and understand the importance of structures and processes in the contemporary organisation, • understand and control the interaction of factors that influence the organisation's efficiency and effectiveness, • use knowledge and skills in the field of contemporary organisation, • critically evaluate different experiences in the field of organisation, • actively and critically monitor and reflect on current developments in the field of organisation.
---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

Metode poučevanja in učenja:

Learning and teaching methods:

<ul style="list-style-type: none"> • <i>predavanja,</i> • <i>vaje</i> omogočajo študentu poglobljanje snovi v obliki priprav kritičnih prikazov, razprav in odgovorov na vprašanja za preučevanje in ponavljanje, ki so v učbeniku navedena ob koncu vsakega poglavja. 	<ul style="list-style-type: none"> • <i>lectures,</i> • <i>tutorial</i> that allow the student to deepen the knowledge by preparing critical demonstrations, discussions and answers to questions listed in the textbook at the end of each chapter, intended for study and repetition.
------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

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 raziskovalne naloge 	<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 defense of the research paper
--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	---------------------	-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------