

	UČNI NAČRT PREDMETA/COURSE SYLLABUS
Predmet:	Učeča se organizacija
Course title	Learning Organisation

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. Sergej Gričar
Učni načrt pripravila 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:**

<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.
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Vsebina:

Content (Syllabus outline):

<ul style="list-style-type: none"> • <i>Uvod.</i> • <i>Učeča se organizacija. Razlaga pojmov.</i> • <i>Razvoj koncepta učeče se organizacije.</i> • <i>Izzivi sodobne družbe in gospodarstva.</i> • <i>Pet ključnih disciplin po Sengeju.</i> • <i>Pomen učenja.</i> • <i>Ravni učenja v organizaciji.</i> • <i>Komunikacija v organizacijskem učenju.</i> • <i>Prednosti in značilnosti učečih se organizacij.</i> • <i>Modeli (Future-O).</i> • <i>Načrtovanje in izvajanje procesa.</i> • <i>Metode ustvarjalnega premagovanja prepek.</i> 	<ul style="list-style-type: none"> • <i>Introduction.</i> • <i>Learning organisation. Explanation of concepts.</i> • <i>Developing the learning organisation concept.</i> • <i>Challenges of the modern society and economy.</i> • <i>Five key disciplines according to Senge.</i> • <i>The importance of learning.</i> • <i>Levels of learning in the organisation.</i> • <i>Communication in organisational learning.</i> • <i>Advantages and characteristics of learning organisations.</i> • <i>Models (Future-O).</i> • <i>Planning and implementing the process.</i> • <i>Methods of creative overcoming of</i>
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obstacles.

Temeljna literatura in viri/Readings:

- Charney, C. (2005). The trainer's tool kit. New York: AMACOM.
- Daft, R. L. (2005). The new era of management. Mason (OH): Thomson Learning.
- Dimovski, V. et al. (2005). Učeča se organizacija: ustvarite podjetje znanja. Ljubljana: GV založba.
- McKenzie, J. (2004). Understanding the knowledgeable organization: nurturing knowledge competence. London: Thomson.
- Senge, P. M. (2001). Peta disciplina : principi i praksa učeče organizacije. Zagreb: Mozaik knjiga.

Cilji in kompetence:

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

- celovito kritično mišljenje, sposobnost analize, sinteze in predvidevanja na področju ekonomskih, poslovnih, upravnih, organizacijskih, naravoslovno-matematičnih in drugih družbenih ved;
- obvladovanje raziskovalnih metod, postopkov, procesov in tehnologije;
- sposobnost kreativne uporabe znanja v poslovnem okolju;
- poznavanje in razumevanje procesov v poslovnem okolju ter usposobljenost za njihovo analizo, sintezo in predvidevanje rešitev oz. posledic;
- usposobljenost za prepoznavanje potreb po spremembah in uvajanje inovacij v poslovnem okolju;
- avtonomnost pri odločanju in odgovornost za sprejete odločitve;
- usposobljenost za komuniciranje v domačem in mednarodnem okolju;
- ozaveščenost o nujnosti lastnega izpopolnjevanja, dopolnjevanja, poglobljanja in posodabljanja znanja;
- sposobnost umeščanja novih spoznanj, informacij in interpretacij v kontekst poslovnih in upravnih ved;
- usvajanje znanja, razvoj veščin in spretnosti za delovanje v timih, razumevanje nehierarhičnih organizacijskih struktur ter stalno in sprotno učenje.

Objectives and competences:

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

- comprehensive critical thinking, the competence for analysis, synthesis and anticipating solutions in the field of economic, business, management and organizational sciences, as well as natural-mathematical and other social sciences;
- mastering research methods, procedures, processes and technology;
- the ability to creatively use knowledge in a business environment;
- knowledge and understanding of processes in the business environment and being qualified for their analysis, synthesis and forecasting solutions or consequences;
- the ability to recognize the need for changes and introduction of innovations in the business environment;
- autonomy in decision-making and responsibility for the decisions made;
- competence for communication in the domestic and international environment;
- awareness of the need for self-improvement, complementarity, deepening and updating of knowledge;
- the ability to place new knowledge, information and interpretations in the context of business and management sciences;
- acquiring knowledge, developing skills and competences for team work, understanding non-hierarchical organisational structures, including continuous and regular learning.

Predvideni študijski rezultati:

Znanje in razumevanje:

Študent/Študentka:

- pozna in razume razvoj koncepta učeče se družbe in učeče se organizacije v povezavi s splošnim družbenim, tehnološkim in organizacijskim razvojem;
- povezuje znanje s področij menedžmenta, organizacije in drugih ved;
- razvija analitične sposobnosti in kritično mišljenje ter celovito razumevanje principov delovanja učeče se organizacije za obvladovanje sprememb v delovnem okolju;
- razume pomen učenja kot temeljne vrednote družbe znanja in učeče se organizacije;
- analizira lastno učenje ter pripravlja osebne načrte učenja;
- pozna način organiziranja in motiviranja za dvig kulture učenja pri sebi in drugih;
- razvija veščine sodelovalnega učenja in timskega dela ter njihovo širšo uporabo;
- razume prednosti učeče se organizacije in probleme, ki jih prinašajo spremembe v manjših in večjih organizacijah ter zna poiskati rešitve;
- razvija odprtost za ljudi, socialne situacije ter smisel za uvajanje in sprejemanje novosti.

Intended learning outcomes:

Knowledge and understanding:

Students:

- know and understand the development of the concept of a learning society and learning organisation in conjunction with general social, technological and organisational development;
- connect knowledge from the field of management, organisation and other disciplines;
- develop analytical skills and critical thinking and comprehensively understand the principles of learning organisation's work to manage changes in the working environment;
- understand the importance of learning as a fundamental value of knowledge society and learning organisation;
- analyses one's own learning and prepares personal learning plans;
- know the ways of organising and motivating to raise the culture of learning in oneself and others;
- develop the skills of collaborative learning and team work, and its wider use;
- recognize benefits of the learning organisation and problems brought about by changes in smaller and larger organisations, and are able to find solutions;
- develop openness for people, social situations and the sense of introducing and accepting novelties.

Metode poučevanja in učenja:

- *predavanja* z aktivno udeležbo (razlaga, diskusija, vprašanja, primeri, reševanje problemov);
- *raziskovalno delo* (pisni izdelek, predstavitev in vodena diskusija);
- *konzultacije* (individualne in skupinske);
- *usmerjen samostojni študij* (motiviranje, samoopazovanje, refleksija, vrednotenje).

Learning and teaching methods:

- *lectures* with active participation of students (explanation, discussion, questions, examples, problem solving);
- *research work* (written paper, presentation and guided discussion);
- *consultations* (individual and group);
- *guided individual study* (motivation, self-examination, reflection, self-assessment).

Načini ocenjevanja:

Način (pisni izpit, ustno spraševanje, naloge, projekt):

Delež (v %)

Weight (v %)

Assessment:

Types (written examination, oral examination, coursework, project):

- 100 % attendance of lectures

<ul style="list-style-type: none"> • 100 % udeležba na predavanjih in vajah ter uspešno opravljena raziskovalna naloga s predstavitvijo in zagovorom. • če študent ni 100 % udeležen na predavanjih in vajah: <ul style="list-style-type: none"> - izpit - priprava, predstavitev in zagovor raziskovalne naloge 	100 60 40	and tutorial including preparation, presentation and defense of a research paper, <ul style="list-style-type: none"> • If the student has not fully attended lectures and tutorial (100%): <ul style="list-style-type: none"> - exam, - preparation, presentation and defense of a research paper.
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