

	<b>UČNI NAČRT PREDMETA/COURSE SYLLABUS</b>
<b>Predmet:</b>	<b>Poslovna etika</b>
<b>Course title</b>	<b>Business Ethics</b>

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

**Vrsta predmeta/Course type** izbirni/elective

**Univerzitetna koda predmeta/University course code**

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

**Nosilec predmeta/Lecturer:** Prof. dr Karmen Erjavec

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

**Content (Syllabus outline):**

<ul style="list-style-type: none"> <li>• <i>Uvod.</i> Temeljni pojmi (kultura, poslovna morala, poslovna etika, deontologija, olika, vrednote, povezanost etike, kulture in olike). Pomen etične vzgoje. Zgodovinski razvoj etike. Vrste etike (deskriptivna, normativna, metaetika, specialne etike). Ravni moralnega razvoja pri posamezniku. Etične in poslovne norme obnašanja. Kulturni in etični relativizem.</li> <li>• <i>Etika v poslovnem svetu.</i> Nastajanje etike v gospodarskem sistemu. Standardi poslovne morale. Etični kodeksi in kodeksi prakse. Kodeksi poklicne etike. Odgovornost podjetij in etično investiranje. Zaščita okolja in varnost potrošnikov. Menedžment in etika. Trženje in etičnost oglaševanja. Problem</li> </ul>	<ul style="list-style-type: none"> <li>• <i>Introduction.</i> Basic concepts (culture, business morality, business ethics, deontology, etiquette, values, the integration of ethics, culture and etiquette). The importance of ethical education. Historical development of ethics. Types of ethics (descriptive, normative, metaethics, special ethics). Levels of moral development in an individual. Ethical and business norms of behaviour. Cultural and ethical relativism.</li> <li>• <i>Ethics in the business world.</i> Creation of ethics in the economic system. Standards of business morality. Ethical codes and practice codes. Codes of professional ethics. Corporate responsibility and ethical investment. Environmental</li> </ul>
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<p>poklicne in uradne skrivnosti – poslovna in uradna dokumentacija. Kršitev poslovne morale in sankcije.</p> <ul style="list-style-type: none"> <li>• <i>Etika in menedžment.</i> Interesi in etične dileme. Etično odločanje v menedžmentu. Obvladovanje etičnosti pri odločanju menedžerjev. Izboljševanje etičnosti menedžmenta. Modeli za etično odločanje.</li> <li>• <i>Olika in poslovna uspešnost.</i> Olikani menedžer. Poslovna srečanja in razmerja. Olika v sporazumevanju. Olika v organizaciji in okolju. Poslovna olika. Olika in gostoljubnost.</li> <li>• <i>Poslovna etika in kultura podjetja.</i> Vidiki in vloga kulture v organizaciji. Sistemsko pojmovanje kulture. Podmene o stvarnosti, resnici, času in prostoru. Vpliv organizacijske kulture in poslovne morale na delo menedžerja.</li> <li>• <i>Etične strukture v različnih deželah.</i></li> </ul>	<p>protection and consumer safety. Management and ethics. Marketing and ethics of advertising. The problem of professional and official secrets - business and official documentation. Breach of business morality and sanctions.</p> <ul style="list-style-type: none"> <li>• <i>Ethics and management.</i> Interests and ethical dilemmas. Ethical decision-making in management. Handling ethics in the decision-making of managers. Improving the ethics of management. Models for ethical decision-making.</li> <li>• <i>Etiquette and business success.</i> Manager following the etiquette. Business meetings and relationships. Etiquette in communication. Etiquette in the organization and the environment. Business etiquette. Etiquette and hospitality.</li> <li>• <i>Business ethics and corporate culture.</i> Aspects and the role of culture in the organization. Systemic concept of culture. Subtleties of reality, truth, time, and space. The influence of organizational culture and business morality on the manager's work.</li> <li>• <i>Ethical structures in different countries.</i></li> </ul>
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#### Temeljna literatura in viri/Readings:

<ul style="list-style-type: none"> <li>• Bebek, B. in Kolumbić, A. (2000). Poslovna etika. Zagreb: Sinergija.</li> <li>• Berlogar, J. (2001). Managerska etika ali svetost preživetja. Ljubljana: FDV.</li> <li>• Boatright, J. (2003). Ethics and the Conduct of Business. Upper Saddle River: Prentice Hall.</li> <li>• Jelovac, D. (2000). Podjetniška kultura in etika. Portorož: Visoka strokovna šola za podjetništvo.</li> <li>• Kalacun, S. (2001). Poslovna etika. Ljubljana: Združenje Manager.</li> <li>• Tavčar, M. I. (2000). Kultura, etika in olika managementa. Kranj: Moderna organizacija.</li> </ul>
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#### Cilji in kompetence:

<p><i>Učna enota prispeva predvsem k razvoju naslednjih splošnih in specifičnih kompetenc:</i></p> <ul style="list-style-type: none"> <li>• poznavanje in razumevanje procesov v poslovnem okolju organizacije in sposobnost za njihovo analizo, sintezo in predvidevanje rešitev ter njihovih posledic;</li> <li>• usposobljenost za raziskovanje na področju upravljanja in poslovanja ter razvoj kritične in samokritične presoje;</li> <li>• fleksibilna uporaba znanja v praksi;</li> <li>• avtonomnost, (samo)kritičnost, (samo)refleksivnost, samoevalviranje in prizadevanje za kakovost v medsebojnih</li> </ul>	<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"> <li>• knowledge and understanding of processes in the business environment and being qualified for their analysis, synthesis and forecasting solutions or consequences;</li> <li>• competence for research in management and business, and the development of a critical and self-critical judgement;</li> <li>• flexible use of knowledge in practice;</li> <li>• autonomy, (self-) criticism, (self-) reflexivity, self-evaluation and the</li> </ul>
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<p>odnosih v delovni organizaciji;</p> <ul style="list-style-type: none"> <li>• etična refleksija in zavezanost profesionalni etiki v poslovnem okolju;</li> <li>• razumevanje splošne strukture družboslovnih ved in povezanost z njenimi poddisciplinami, predvsem ekonomijo, poslovođenjem, poslovnimi, organizacijskimi in humanističnimi vedami (interdisciplinarnost).</li> </ul>	<p>pursuit of quality of interpersonal relationships in the work organization;</p> <ul style="list-style-type: none"> <li>• ethical reflection and commitment to professional ethics in the business environment;</li> <li>• understanding the general structure of social sciences and the connection with its sub-disciplines, in particular with economics, management, business, organizational and humanistic sciences (interdisciplinarity).</li> </ul>
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**Predvideni študijski rezultati:**

**Intended learning outcomes:**

<p>Znanje in razumevanje: <i>Študent/Študentka:</i></p> <ul style="list-style-type: none"> <li>• dojame razsežnosti etike in spozna nekatere modele za etično odločanje;</li> <li>• sprejema humane, moralne in solidarnostne vrednote kot pomemben vidik osebnostnega in profesionalnega razvoja;</li> <li>• reflektira in kritično ovrednoti različne možnosti pravičnega etičnega odločanja menedžerjev;</li> <li>• reflektira in kritično ovrednoti različne (lastne in opazovane) izkušnje o razsežnostih vpliva organizacijske kulture in poslovne morale na delo menedžerja;</li> <li>• pozna in razume umeščenost svojega strokovnega področja v širše družbene, kulturne in vrednostne kontekste ter z refleksijo teh kontekstov oblikuje intelektualno aktiven in profiliran odnos do sveta.</li> </ul>	<p>Knowledge and understanding: <i>Students:</i></p> <ul style="list-style-type: none"> <li>• understand the dimensions of ethics and learn about some models for ethical decision-making;</li> <li>• adopt human, moral and solidarity values as important aspects of personal and professional development;</li> <li>• reflect and critically evaluate the various options for the proper ethical decision-making of managers;</li> <li>• reflect and critically evaluate various (own and observed) experiences on the dimensions of organizational culture's impact and business morality's impact on the work of the manager;</li> <li>• know and understand the positioning of their field of expertise in wider social, cultural and value contexts and, through the reflection of these contexts, form an intellectually active and profiled attitude towards the world.</li> </ul>
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**Metode poučevanja in učenja:**

**Learning and teaching methods:**

<ul style="list-style-type: none"> <li>• <i>predavanja</i> z aktivno udeležbo študentov (razlaga snovi, pogovori, vprašanja, primeri, reševanje primerov);</li> <li>• <i>vaje</i> v povezavi s prakso (refleksija izkušenj, timsko delo, metode kritičnega mišljenja, ustvarjalno mišljenje, diskutiranje, sporočanje povratne informacije, socialne igre);</li> <li>• <i>animacija samostojnega študija in raziskovanja</i> (motiviranje, usmerjanje, samoopazovanje, refleksija, samoocenjevanje);</li> <li>• <i>razvojno-raziskovalno delo</i>.</li> </ul>	<ul style="list-style-type: none"> <li>• <i>lectures</i> with active student participation (explanation, discussion, questions, examples, solving problems),</li> <li>• <i>tutorial</i> in connection with practice (reflection of experiences, team work, methods of critical thinking, creative thinking, discussion, generating feedback, social games);</li> <li>• <i>animation of independent study and research</i> (motivation, guidance, self-observation, reflection, self-evaluation);</li> <li>• <i>research development work</i>.</li> </ul>
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Načini ocenjevanja:	Delež (v %) Weight (v %)	Assessment:
<p data-bbox="183 259 687 327">Način (pisni izpit, ustno spraševanje, naloge, projekt):</p> <ul style="list-style-type: none"> <li data-bbox="236 365 687 495">• 100 % udeležba na predavanjih in vajah ter priprava, predstavitev in zagovor raziskovalne naloge</li> <li data-bbox="236 501 687 667">• če študent ni 100 % udeležen na predavanjih in vajah: <ul style="list-style-type: none"> <li data-bbox="284 568 384 598">- izpit</li> <li data-bbox="284 604 687 667">- priprava, predstavitev in zagovor raziskovalne naloge</li> </ul> </li> </ul>	<p data-bbox="778 365 828 394">100</p> <p data-bbox="778 568 828 598">60</p> <p data-bbox="778 604 828 629">40</p>	<p data-bbox="927 259 1398 327">Types (written examination, oral examination, coursework, project):</p> <ul style="list-style-type: none"> <li data-bbox="975 333 1398 463">• 100 % attendance of lectures and tutorial including preparation, presentation and defense of a research paper,</li> <li data-bbox="975 470 1398 696">• If the student has not fully attended lectures and tutorial (100%): <ul style="list-style-type: none"> <li data-bbox="1023 568 1142 598">- exam,</li> <li data-bbox="1023 604 1398 696">- preparation, presentation and defense of a research paper.</li> </ul> </li> </ul>