

	UČNI NAČRT PREDMETA/COURSE SYLLABUS
Predmet	Sodobne organizacijske paradigme
Course title	Contemporary Organisational Paradigms

Študijski program in stopnja Study programme and level	Študijska smer Study field	Letnik Academic year	Semester Semester
Poslovna ekonomija	Poslovna ekonomija	2.	3.
Business Economics	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
45	45				315	15

Nosilec predmeta/Lecturer: doc. dr. Milena Kramar Zupan

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

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

• Vpis v študijski program.	• Enrolment in the study programme
-----------------------------	------------------------------------

Vsebina:

Content (Syllabus outline):

<ul style="list-style-type: none"> • Pojmovanje organizacijske paradigme • Spreminjanje organizacijske paradigme v časovni razsežnosti • Okolje delovanja sodobnih organizacij • Globalizacija in njene posledice • Obvladovanje organizacijskih sprememb • Organizacijske paradigme in modeli kakovosti • Svetovni razvojni trendi • Paradigme inovativne organizacije • Paradigme mrežne organiziranosti 	<ul style="list-style-type: none"> • The concept of organizational paradigm • Changing the organisational paradigm in the time dimension • Environment of contemporary organizations' functioning • Globalization and its consequences • Managing organisational changes • Models and management approach of organizational changes • World trends of development • The paradigm of an innovative organization • The paradigm of network-based organization
---	--

Temeljna literatura in viri/Readings:

Temeljna literatura/Basic literature

- Gibbert, M., @ Durand, T. (2007) Strategic Networks. Oxford. Blackwell.
- Ivanko, Š. (2012) Organizacijske paradigme. Podlaga za nastanek in razvoj organizacijskih teorij. Fakulteta za organizacijske študije, Novo mesto.
- Klein, S. @ Poullymenakou, A. (2006) Maneging Dynamic Networks. Berlin: Springer.
- Kramar Zupan, M. (2018) Sodobne organizacijske paradigme (prosojnice). Univerza v Novem mestu, Fakulteta za poslovne in upravne vede, Novo mesto.
- Rataj, M. (2009). Analiza stanja tehnoloških platform v Sloveniji. Ljubljana: GZS.
- Aktualni članki v znanstvenih in strokovnih revijah.

Cilji in kompetence:

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

- celovito kritično mišljenje, sposobnost analize, sinteze in predvidevanja rešitev s področja ekonomskih, poslovnih, upravnih, organizacijskih in drugih ved (interdisciplinarnost),
- 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 poslovno okolje,
- avtonomnost in odgovornost pri odločanju,
- usposobljenost za razvijanje kulture nediskriminatornosti in spoštovanje medkulturnih razlik,
- usposobljenost za predstavljanje pridobljenega znanja in raziskovalnih dognanj na domačih in tujih znanstvenih konferencah in v mednarodnem raziskovalnem okolju,
- temeljito poznavanje in razumevanje zgodovine razvoja ekonomskih in poslovnih ved,
- usposobljenost za strateško vodenje, upravljanje in razvoj najzahtevnejših delovnih sistemov po sodobnih organizacijsko-ekonomskih načelih,
- sposobnost za samostojno načrtovanje in izvedbo raziskovalnega dela, analizo in interpretacijo podatkov, oblikovanje in utemeljitev mnenj, stališč in predlogov ter pripravo raziskovalnega poročila,

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, organizational and other sciences (interdisciplinary),
- the ability of creative use of knowledge in the business environment,
- knowledge and understanding of processes in the business environment and the qualifications for their analysis, synthesis and anticipating solutions or consequences,
- being able to recognizing the need for change and implementing innovations into the business environment,
- autonomy and responsibility at decision-making,
- being familiar with developing cultural tolerance and respecting intercultural differences,
- qualifications for representing the acquired knowledge and research findings on domestic and foreign scientific conferences and in the international research environment,
- a thorough knowledge and understanding of the historical development of economic and business disciplines,
- being able to strategically lead, manage and develop the most demanding work systems according to the contemporary organizational-economic principles,
- the ability for independent planning and implementation of the research work, analysis and interpretation of data,

<ul style="list-style-type: none"> • usposobljenost za aktivno sodelovanje na znanstvenih konferencah, raziskovalnih delavnicah, doktorskih in znanstvenih seminarjih s področja ekonomskih in poslovnih ved. 	<p>formation and argumentation of opinions, views and proposals and preparation of the research reports,</p> <ul style="list-style-type: none"> • competence for active participation in scientific conferences, research workshops and doctoral and scientific seminars in the field of economic and business sciences.
--	---

Predvideni študijski rezultati:

Znanje in razumevanje:

Študent/Študentka:

- pozna in razume novo ekonomijo in je sposoben napovedovanja njenega razvoja;
- pozna in razume organizacijske paradigme v časovni razsežnosti;
- pozna in razume metode, modele, orodja in standarde za nenehno izboljševanje kakovosti organizacije ter njihovo aplikacijo v realno okolje;
- je sposoben analize, sinteze in fleksibilne uporabe znanja v praksi;
- obvladuje raziskovalne metode, postopke in procese na področju organizacijskih raziskovanj;
- je sposoben etične zavezanosti profesionalni etiki in morali v družbenem okolju;
- je usposobljen za obvladovanje organizacijskih sprememb kot odziv na spremembe v družbenem okolju;
- zmožen vzpostavljanja in vzdrževanja partnerskih odnosov z vsemi deležniki organizacije;
- je sposoben interdisciplinarnega povezovanja in uporabe znanj različnih področij;
- je sposoben za organiziranje in vodenje raziskovalnih organizacijskih projektov.

Intended learning outcomes:

Knowledge and understanding:

Students:

- know and understand the new economy and are able to forecast its development;
- know and understand the organizational paradigm in the time dimension;
- know and understand the methods, models, tools and standards for continuous improvement of the quality of organisation and their application in the real environment;
- are capable of analysis, synthesis and flexible use of the knowledge in practice;
- master research methods, procedures and processes in the field of organisational research;
- are capable of an ethical commitment to professional ethics and morals of a social environment;
- are qualified to manage the organisational changes as a response to changes in the social environment;
- are capable of building and maintaining partner relationships with all stakeholders of an organization;
- are capable of interdisciplinary linking and using knowledge from different areas;
- are able to organize and conduct research organizational projects.

Metode poučevanja in učenja:

- predavanja z aktivno udeležbo študentov (razlaga, diskusija, vprašanja, primeri, reševanje problemov);
- projektni seminar;
- individualne in skupinske konzultacije (diskusija, dodatna razlaga, obravnava specifičnih vprašanj);
- usmerjanje, samoopazovanje, samouravnavanje, samorefleksija, samocenjevanje.

Learning and teaching methods:

- lectures with active student participation (explanation, discussion, questions, examples, problem solving, field trip);
- project work seminar
- individual and group consultations (discussion, further explanation, addressing specific issues);
- directing, self-observation, self-regulation, reflection, self-assessment

Načini ocenjevanja:	Delež (v %) Weight (in %)	Assessment:
<p>Način (pisni izpit, ustno spraševanje, naloge, projekt):</p> <ul style="list-style-type: none"> • temeljna/aplikativna raziskovalna naloga z zagovorom (obseg najmanj 30.000 znakov). • Lestvica ocen: uspešno, neuspešno. 	100%	<p>Types (written examination, oral examination, coursework, project):</p> <ul style="list-style-type: none"> • basic/applied research assignment with defence (at least 30,000 characters). • Grading: successful, unsuccessful.