

	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
Upravljanje poslovnih in informacijskih sistemov / 2. stopnja	Upravljanje poslovnih sistemov	1.	2.
Business and Information Systems Management / 2 nd Cycle	Business Systems Management	1 st	2 nd

Vrsta predmeta/Course type modularni/module

Univerzitetna koda predmeta/University course code 2_UPS_1_M3_UN3

Predavanja Lectures	Seminar Seminar	Sem. vaje Tutorial	Lab. vaje Laboratory work	Teren. vaje Field work	Samost. delo Individ. work	ECTS
15		10			155	6

Nosilec predmeta/Lecturer: 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 prvi letnik študijskega programa, • študent mora pred izpitom pripraviti in predstaviti projektno 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 project paper before the exam.
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Vsebina:

Content (Syllabus outline):

<ul style="list-style-type: none"> • Uvod. Predstavitev vsebine in organizacije študijskega dela. • Zgodovinski pregled. Razvoj koncepta učeča se organizacija; obvladovanje petih ključnih disciplin. • Opredelitev pojmov. Učeča se družba, družba znanja, učeča se organizacija, vseživljenjsko učenje, idr. • Pomen učenja. Za organizacijo za obvladovanje sprememb in uvajanje 	<ul style="list-style-type: none"> • Introduction. Presentation of the content and organization of the study work. • Historical overview. Development of the learning organisation concept; mastering five key disciplines. • Definitions. Learning society, knowledge society, learning organisation, lifelong learning, etc. • The importance of learning. For the organisation to manage change and
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<p>novosti.</p> <ul style="list-style-type: none"> • Ravni učenja v organizaciji. Povezanost individualnega, timskega in organizacijskega učenja. • Komunikacija v organizacijskem učenju. • Prednosti in značilnosti učečih se organizacij. • Načrtovanje procesa. Demingov krog spreminjanja, model učnih map/portfoliev: ugotavljanje stanja, določanje aktivnosti in odgovornosti, spremljanje in dopolnjevanje. • Interdisciplinarnost in reševanje problemov. Medsebojna povezanost/odvisnost sposobnosti organizacije, modelov in praks ter strategij razvoja učeče se organizacije. 	<p>introduce novelties.</p> <ul style="list-style-type: none"> • Levels of learning in the organisation. Interconnection of individual, team and organisational learning. • Communication in organisational learning. • Advantages and characteristics of learning organisations. • Process planning. Deming's cycle of changes, the model of learning folders / portfolios: determining the situation, determining activities and responsibilities, monitoring and complementing. • Interdisciplinarity and problem solving. Interconnection / dependence of the organisation's abilities, models and practices and development strategies of the learning organisation.
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Temeljna literatura in viri/Readings:

<ul style="list-style-type: none"> • Senge, M. P. (2003). Peta disciplina - principi i praksa učeče organizacije. Zagreb: Mozaik knjiga. • Dimovski, V., Penger, S., Škerlavaj, M., Žnidaršič, J. (2007). Učeča se organizacija – Ustvarite podjetje znanja. Ljubljana: Gospodarski vestnik.
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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"> • poznavanje in razumevanje zgodovine razvoja koncepta učeče se družbe in znotraj tega učeče se organizacije, • razumevanje, analiza, kritični premislek ter uporaba principov delovanja učeče se organizacije za obvladovanje sprememb v delovnem okolju, • povezovanje znanja s področij splošnega menedžmenta, organizacije in drugih ved, • razvijanje motiviranosti in sposobnosti za dvig kulture učenja pri sebi in drugih, pripravljanje učnih portfoliev/map ter spremljanje procesa, • sodelovalno/timsko delo, sposobnost 	<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"> • knowledge and understanding of the learning society concept development history, and learning organisation within, • understanding, analysis, critical reflection and application of the learning organisation principles to manage changes in the working environment, • interconnecting knowledge from the fields of general management, organisation and other disciplines, • developing motivation and ability to raise the learning culture with oneself and others, preparing learning portfolios / folders and monitoring the process, • cooperative / team work,
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<p>komuniciranja, partnerskih odnosov s sodelavci, nadrejenimi in strokovnjaki,</p> <ul style="list-style-type: none"> • odprtost za ljudi, socialne situacije ter smisel za uvajanje in sprejemanje novosti. 	<p>communication skills, partnership relations with colleagues, superiors and experts,</p> <ul style="list-style-type: none"> • openness for people, social situations and the sense of introducing and accepting novelties.
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Predvideni študijski rezultati:

Intended learning outcomes:

<p><i>Študent/študentka:</i></p> <ul style="list-style-type: none"> • pozna in razume razvoj koncepta učeče se družbe in učeče se organizacije v povezavi s splošnim družbenim, tehnološkim in organizacijskim razvojem, • povezuje znanja s področij menedžment, organizacije in drugih ved, • razvija analitične sposobnosti in kritično mišljenje ter celovito razume principe delovanja učeče se organizacije za obvladovanje sprememb v delovnem okolju, • razume pomen učenja kot temeljne vrednote družbe znanja in učeče se organizacije, • analizira lastno in učenje drugih ter pripravlja načrte učenja po nivojih (učne portfolie/mape), • pozna načine organiziranja in motiviranja za dvig kulture učenja pri sebi in drugih, • pridobi in razvije veščine sodelovalnega učenja in timskega dela in jih uporablja širše, • v povezavi z drugimi področji razvija, razume in uporablja veščine uspešnega komuniciranja in partnerskih odnosov, • se zaveda prednosti učeče se organizacije in problemov, 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. 	<p><i>Students:</i></p> <ul style="list-style-type: none"> • 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 and others' learning and prepares learning plans by levels (learning portfolios / folders), • know the ways of organising and motivating to raise the culture of learning in oneself and others, • acquire and develop the skills of collaborative learning and team work, and uses them in a wider sense, • in connection with other areas, develop, understand and use the skills of successful communication and partnership relations, • recognize benefits of the learning organisation and problems brought about by changes in smaller and larger organisations, and are able to find solutions, • developing openness for people, social situations and the sense of introducing and accepting
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	novelties.
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Metode poučevanja in učenja:	Learning and teaching methods:
<ul style="list-style-type: none"> • <i>predavanja</i> z aktivno udeležbo (razlaga, diskusija, vprašanja, primeri, reševanje problemov), • <i>projektna naloga</i>: oblikovanje učnega portfolia (delo v skupinah, predstavitev primerov, diskusija), • <i>konzultacije</i> (individualne in skupinske; osebno ali na daljavo), • <i>usmerjen samostojen študij</i> (motiviranje, samoopazovanje, refleksija, samoocenjevanje). 	<ul style="list-style-type: none"> • <i>lectures</i> with active participation of students (explanation, discussion, questions, examples, problem solving); • <i>project paper</i>: creation of a learning portfolio (group work, case presentation, discussion), • <i>consultations</i> (individual and group; in person or online), • <i>guided individual study</i> (motivation, self-examination, reflection, self-assessment).

Načini ocenjevanja:	Delež (v %) Weight (v %)	Assessment:
<p>Načini:</p> <ul style="list-style-type: none"> • 100 % udeležba na predavanjih in vajah, • uspešno opravljena projektna naloga s predstavitev in zagovorom. <p>Če študent ni 100 % udeležen na predavanjih in vajah, mora poleg projektne naloge opraviti tudi izpit:</p> <ul style="list-style-type: none"> - izpit, - priprava, predstavitev in zagovor projektne naloge. <p>Ocenjevalna lestvica: ECTS.</p>	<p>100 %</p> <p>60 %</p> <p>40 %</p>	<p>Types:</p> <ul style="list-style-type: none"> • 100 % attendance of lectures and tutorial, • successfully accomplished project assignment with presentation and defense. <p>If the student has not fully attended lectures and tutorial (100%), they have to prepare the project paper and take the exam:</p> <ul style="list-style-type: none"> - exam, - preparation, presentation and defense of a project paper. <p>Grading scheme: ECTS.</p>