

	UČNI NAČRT PREDMETA/COURSE SYLLABUS
Predmet:	Socialni kapital v organizaciji
Course title	Social Capital in Organisations

Študijski program in stopnja Study programme and level	Študijska smer Study field	Letnik Academic year	Semester Semester
Upravljanje in poslovanje 2	Upravljanje in poslovanje	2.	3.
Business and Management 2	Business and Management	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
20		15				6

Nosilec predmeta/Lecturer: prof. dr. Marjana Merkač Skok

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"> • Uvod. Predstavitve koncepta socialnega kapitala. • Sodelovanje. Socialni kapital kot osnova za razvoj sodelovanja v organizaciji, pomen zaupanja. • Znotrajorganizacijska omrežja. Globalne spremembe v organizacijskih omrežjih, primerjava med različnimi poslovnimi okolji, organizacijski dejavniki, ki vplivajo na oblikovanje organizacijskih omrežij. • Uspešna organizacija. Pomen socialnih omrežij za doseganje posameznikove, timske in organizacijske uspešnosti. Socialni kapital in razvoj majhnih in srednje velikih podjetij. • Učeča se organizacija. Socialna omrežja kot dejavnik difuzije inovacij in 	<ul style="list-style-type: none"> • Introduction. Presentation of the concept of social capital. • Cooperation. Social capital as the basis for the development of cooperation in the organisation, the importance of trust. • Internal organisational networks. Global changes in organisational networks, a comparison between different business environments, organisational factors that influence the formation of organisational networks. • Successful organisation. The importance of social networks to achieve individual, team and organisational performance. Social capital and the development of small and medium-sized enterprises. • Learning organisation. Social networks as a factor in innovation diffusion and
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<p>ustvarjanje znanja.</p> <ul style="list-style-type: none"> • Problem vodenja. Socialna omrežja v birokratski in omrežni organizaciji in vodenje. • Konflikt in oblikovanje koalicij v organizaciji. Obvladovanje konfliktov s pomočjo omrežij. • Medorganizacijska omrežja. Mobilizacija zunanjih koalicij in pomen medorganizacijskih vezi za regionalni razvoj. 	<p>knowledge creation.</p> <ul style="list-style-type: none"> • The problem of leadership. Social networks in bureaucratic and network organisation and leadership. • Conflict and formation of coalitions in the organisation. Conflict management through networks. • Inter-organisational networks. Mobilization of external coalitions and the importance of inter-organisational connections for regional development.
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Temeljna literatura in viri/Readings:

<ul style="list-style-type: none"> • Nohria, Eccles ur. (1992). Networks and Organizations. Harvard Business School. • Child, Faulkner (1998). Strategies of Cooperation. Oxford: Oxford University Press. • Hoedstrom, Swedberg (1998). Social Mechanisms. Cambridge University Press. • Izbor člankov.
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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"> • celovito kritično mišljenje in sposobnost analize, sinteze in predvidevanje rešitev ter posledic problemov s področij ekonomskih, poslovnih, upravnih, organizacijskih, naravoslovno-matematičnih in drugih družbenih ved (interdisciplinarnost), • usposobljenost za sodelovanje, delo v skupini, timsko delo, • razvijanje kulture nediskriminativnosti in upoštevanje medkulturnih razlik za doseganje sinergijskih učinkov v organizaciji in njenem (mednarodnem) okolju, mednarodna mobilnost, • usposobljenost za prezentiranje pridobljenega temeljnega znanja in raziskovalnih dognanj v obliki projektne naloge, aplikativne, razvojnoraziskovalne naloge ali strokovnega članka, • sposobnost umeščanja novih informacij in interpretacij v kontekst poslovnih in upravnih ved, • poglobljeno poznavanje in razumevanje organizacij in procesov v sodobnem poslovnem okolju, • proaktiven odnos do interesnih skupin (partnerjev, dobaviteljev, kupcev, konkurence ...). 	<h3>Objectives and competences:</h3> <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"> • 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 (interdisciplinarity), • the ability to participate in a group, team work, • developing a culture of non-discrimination and considering intercultural differences in achieving synergistic effects in the organisation and its (international) environment, international mobility, • the ability to present the acquired fundamental knowledge and research findings in the form of a project assignment, lecture or professional article, • the ability to place new information and interpretations in the context of business and management sciences, • in-depth knowledge and understanding of organisation and processes in the contemporary business environment, • proactive attitude towards stakeholders (partners, suppliers, customers, competition, etc.).
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Predvideni študijski rezultati:

Znanje in razumevanje:

Študent/študentka pozna in razume:

- koncept socialnega kapitala,
- pomen socialnega kapitala za različne organizacijske procese,
- trende v spreminjanju organizacijskih omrežij,
- delovanje dejavnikov, ki vplivajo na oblikovanje organizacijskih omrežij in zaupanja,
- pomen organizacijskega socialnega kapitala za mobilizacijo zunanjih resursov in regionalni razvoj,
- umeščenost svojega strokovnega področja v širše družbene, kulturne in vrednostne kontekste ter z refleksijo teh kontekstov oblikuje intelektualno aktiven in profiliran odnos do sveta.

Intended learning outcomes:

Knowledge and understanding:

Students know and understand:

- the concept of social capital,
- the importance of social capital for various organisational processes,
- trends in changing organisational networks,
- the operation of factors that influence the formation of organisational networks and trust,
- the importance of organisational social capital for mobilising external resources and regional development,
- placement of their field of expertise into wider social, cultural and value contexts, and through the reflection of these contexts, create an intellectually active and profiled attitude towards the world.

Metode poučevanja in učenja:

- *predavanja* z aktivno udeležbo študentov (razlaga, diskusija, vprašanja, študije primerov),
- *projektna naloga*,
- individualne *konzultacije* (obravnavo odprtih vprašanj v zvezi s seminarsko nalogo).

Learning and teaching methods:

- *lectures* with active participation of students (explanation, discussion, questions, examples, problem solving);
- *project paper*,
- individual *consultations* (dealing with open issues regarding seminar paper).

Načini ocenjevanja:

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

- 100 % udeležba na predavanjih in vajah,
- uspešno opravljena projektna naloga s predstavitvijo in zagovorom.
- Če študent ni 100 % udeležen na predavanjih in vajah, mora poleg projektne naloge opraviti tudi izpit:
 - izpit,
 - priprava, predstavitev in zagovor raziskovalne naloge.

Delež (v %)

Weight (v %)

100 %

60 %

40 %

Assessment:

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

- 100 % attendance of lectures and tutorial,
- successfully accomplished project assignment with presentation and defense.
- If the student has not fully attended lectures and tutorial (100%), they have to prepare the project paper and take the exam:
 - exam,
 - preparation, presentation and defense of a research paper.