

UČNI NAČRT PREDMETA/SUBJECT SPECIFICATION

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| Predmet: Course Title: | ORGANIZACIJSKA KULTURA ORGANIZATIONAL CULTURE |
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| Študijski program in stopnja Study programme and level | Študijska smer Study field | Letnik Academic year | Semester Semester |
|---|-------------------------------|-------------------------|----------------------|
| LOGISTIKA SISTEMOV 2.stopnja | | 1. | 1. |
| SYSTEM LOGISTICS 2 nd degree | | 1. | 1. |

Vrsta predmeta / Course type: OBVEZNI

Univerzitetna koda predmeta / University course code: MAG

| Predavanja Lectures | Seminar Seminar | Sem. vaje Tutorial | Lab. vaje Labor work | Teren. vaje Field work | Samost. delo Individ. work | ECTS |
|------------------------|--------------------|-----------------------|-------------------------|---------------------------|-------------------------------|------|
| 24 e-P 21 a-P | | 19 e-V 21 a-V | | | 125 | 7 |

Nosilec predmeta / Lecturer: IRENA GORENAK

Jeziki / Languages: Predavanja / Lecture: SLOVENSKI / SLOVENE
 Vaje / Tutorial: SLOVENSKI / SLOVENE

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

Ni pogojev.

Prerequisites:

None.

Vsebina:

- Pravni, ekonomski, sociološki, moralno - etični vidik organizacij
- Organizacijske kultura v pridobitnih in nepridobitnih organizacijah
- Organizacijska klima
- Mobing
- Poznavanje, razumevanje, upravljanje in spreminjanje organizacijske kulture in klime
- Organizacijsko kumuniciranje
- Družbena odgovornost
- Poslovna etika
- Žvižgači

Content (Syllabus outline):

- Legal, economic, sociological, moral-ethical aspects of organizations
- Organizational culture in profit and non-profit organizations
- Organizational atmosphere
- Mobbing
- Knowledge, understanding, management and changing of organizational culture
- Organizational communication
- Social responsibility
- Business ethics
- Whistleblowers

Temeljni literatura in viri / Textbooks:

E-gradivo predmeta.
 Gorenak, I. (2016). *Organizacijska kultura*. E-gradivo. Celje:Fakulteta za logistiko.
 Jelovca, D. (2007). *Poslovna etika in organizacijska kultura*. Ljubljana: Agathos.
 Hofstede, G. (1994). *Culture and Organizations*. London: Harper Collins Business.
 Micklethwait, J., Wooldridge, A. (2000). *Guruji managementa: modreci ali šarlatani?* Radovljica: Didakta.
 Morgan, G. (2004). *Podobe organizacij*. Ljubljana: Fakulteta za družbene vede.
 Zupanič, N. (2001). Nekatere značilnosti multinacionalnih korporacij ter njihov vpliv na manj razvite države. Ljubljana: *Naše gospodarstvo*, let. 47, št. 5/6.
 Dodatna literatura:Izbrani članki.

Cilji:

Cilj tega predmeta je nadgradnja znanj in pojmovanj o razvoju in pomenu organizacijske kulture, seznanitev študentov s pomenom korporativne družbene odgovornosti ter pridobitev praktičnih izkušenj s tega področja.

Objectives:

Objectives of this subject are to gain the knowledge and learn concepts of development and meaning of organizational culture, corporate social responsibility and to gain practical experiences from this field.

Predvideni študijski rezultati:**Znanje in razumevanje:**

Študent bo:

- spoznal organizacijsko kulturo in njene značilnosti,
- spoznal značilnosti kulture organizacij v Sloveniji, Evropi in svetu ter jih znal analitično primerjati in razlikovati,
- razumel pomen poznavanja, razumevanja, upravljanja in spreminjanja kulture organizacije,
- razumel pomen vodenja in ukvarjanja z zaposlenimi ter pomen formalnega in neformalnega vplivanja na oblikovanje organizacijske klime in kulture,
- spoznal ter znal pojasniti razlike in podobnosti med organizacijsko kulturo v pridobitnih in nepridobitnih organizacijah,
- spoznal pomen in značilnosti družbene odgovornosti in poslovne etike.

Prenesljive/ključne spretnosti in drugi atributi:

Študentje bodo razvili splošne kompetence:

Kritično analitični odnos do:

- razumevanja, upravljanja in spreminjanja kulture organizacije za uspešnost organizacije,
- formalnega in neformalnega vplivanja na oblikovanje organizacijske klime in kulture ter
- pomena družbene odgovornosti.

Intended learning outcomes:**Knowledge and understanding:**

Students will:

- learn about organizational culture and its characteristics,
- understand the characteristics of organizational culture in Slovenia, Europe and worldwide and know how to compare and distinguish between them analytically,
- understand how important it is to know, understand, manage and change organizational culture,
- understand the importance of managing and dealing with employees as well as the importance of formal and informal influence on the development of organizational atmosphere and culture,
- display evidence of understanding differences and similarities between organizational culture in profit and non-profit organizations,
- be familiarized with the importance and characteristics of social responsibility and business ethics.

Transferable/Key Skills and other attributes:

Students will develop general competences and a critical-analytical approach towards:

- understanding, managing and changing organizational culture for the success of the organization,
- formal and informal influence on the development of organizational atmosphere and culture,
- importance of social responsibility.

Metode poučevanja in učenja:

Predavanja: pri predavanjih študent spozna teoretične vsebine predmeta. Del predavanj se izvaja na klasični način v predavalnici, del pa v obliki e-predavanj (e-predavanja se lahko izvajajo na videokonferenčni način ali s pomočjo posebej v ta namen didaktično pripravljenih e-gradiv v virtualnem elektronskem učnem okolju).

Vaje: pri vajah študent utrdi teoretično znanje in spozna aplikativne možnosti. Del vaj se izvaja na klasični način v predavalnici, del pa v obliki e-vaj (e-vaje se lahko izvajajo na videokonferenčni način ali s pomočjo posebej v ta namen didaktično pripravljenih e-gradiv v virtualnem elektronskem učnem okolju).

Learning and teaching methods:

Lectures: Students understand the theoretical frameworks of the course. Part of the lecture course is in a classroom while the rest is in the form of e-learning (e-lectures may be given via video-conferencing or with the help of specially designed e-material in a virtual electronic learning environment).

Tutorials: Students enhance their theoretical knowledge and are able to apply it. Part of the seminar is in a classroom while the rest is in the form of e-learning (e-tutorials may be given via video-conferencing or with the help of specially designed e-material in a virtual electronic learning environment).

| Načini ocenjevanja: | Delež (v %) / Weight (in %) | Assessment: |
|---|--------------------------------|--|
| Opravljenosti obveznosti e-predavanj in e-vaj so pogoj za pristop k izpitu. | | Successful completion of e-lectures and e-tutorials is a prerequisite for entering the exam. |
| Seminarska naloga. | 40 % | Course work. |
| Pisni izpit. | 60 % | Written examination. |

Reference nosilca / Lecturer's references:

1. GORENAK, Irena. *Organizational culture in service sector : scientific monograph*. Electronic ed. Celje [etc.]: SPH - Scientific Publishing Hub, 2015. 109 str., tabele. ISBN 978-961-6948-04-3. <http://sphub.org/books/organizational-culture-in-service-sector/>. [COBISS.SI-ID 282593280]
2. MLAKER KAČ, Sonja, GORENAK, Irena, POTOČAN, Vojko. The influence of trust on collaborative relationships in supply chains. *E+M*, ISSN 1212-3609, 2016, vol. 19, no. 2, str. 120-131. [dx.doi.org/10.15240/tul/001/2016-2-008](https://doi.org/10.15240/tul/001/2016-2-008), doi: [10.15240/tul/001/2016-2-008](https://doi.org/10.15240/tul/001/2016-2-008). [COBISS.SI-ID 12353820], [JCR, SNIP, WoS do 25. 7. 2016: št. citatov (TC): 0, čistih citatov (CI): 0, normirano št. čistih citatov (NC): 0]
3. MLAKER KAČ, Sonja, GORENAK, Irena, POTOČAN, Vojko. Influence of relationship commitment and trust on collaborative behaviour in supply chains. *Promet*, ISSN 0353-5320, 2015, vol. 27, no. 1, str. 77-84, ilustr. <http://www.fpz.unizg.hr/traffic/index.php/PROMTT/article/view/1575>, doi: [10.7307/ptt.v27i1.1575](https://doi.org/10.7307/ptt.v27i1.1575). [COBISS.SI-ID 512660285], [JCR, SNIP, WoS do 2. 5. 2015: št. citatov (TC): 0, čistih citatov (CI): 0, normirano št. čistih citatov (NC): 0, Scopus do 10. 8. 2015: št. citatov (TC): 0, čistih citatov (CI): 0, normirano št. čistih citatov (NC): 0]
4. GORENAK, Irena, MLAKER KAČ, Sonja. The importance of relationship factors in tourism supply chain. V: GORENAK, Mitja (ur.). *The issues on the horizon of sustainable development in tourism*. Essex: Pearson Education Limited, cop. 2016, str. 83-92. [COBISS.SI-ID 2048143955]
5. GORENAK, Irena, ROSI, Bojan. The importance of intercultural competencies in logistics. V: DRAŠKOVIĆ, Veselin. *Management and logistics : selected topics*. 1st electronic ed. Czestochowa [etc.]: SPH - Scientific Publishing Hub, 2016, str. 69-75, ilustr. <http://sphub.org/books/management-and-logistics>. [COBISS.SI-ID 512763965]

Opomba:

Navedene sestavine so obvezna sestavina učnega načrta predmeta kot ga določajo Merila za akreditacijo visokošolskih zavodov in študijskih programov v 7. členu (Ur. l. RS, št. 101/2004).