

**UČNI NAČRT PREDMETA / COURSE SYLLABUS**

Ime predmeta: RAVNANJE Z ZAPOSLENIMI V LOGISTIKI  
 Course title: MANAGING HUMAN RESOURCES

Študijski program in stopnja Study programme and cycle	Študijska smer Study option	Letnik Year of study	Semester Semester
GOSPODARSKA IN TEHNIŠKA LOGISTIKA 1. stopnja		2.	4.
PROFESSIONAL HIGHER EDUCATION STUDY PROGRAMME ECONOMIC AND TECHNICAL LOGISTICS 1 <sup>st</sup> degree		2.	4.

Vrsta predmeta (obvezni ali izbirni) /  
 Course type (compulsory or elective)

OBVEZNI  
 COMPULSORY

Univerzitetna koda predmeta / University course code:

VS

Predavanja Lectures	Seminar Seminar	Vaje Tutorial	Klinične vaje Clinical training	Druge oblike študija Other forms of study	Samost. delo Individual work	ECTS
24 e-P 21 a-P		24 e-V 21 a-V			90	6

Nosilec predmeta / Course  
 coordinator:

SONJA MLAKER KAČ

Jeziki /Languages:

Predavanja / Lectures: SLOVENSKI/SLOVENE

Vaje / Tutorial: SLOVENSKI/SLOVENE

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

Ni pogojev.

Prerequisites for enrolling in the course or for  
 performing study obligations:

None.

Vsebina (kratek pregled učnega načrta):

- Razvoj področja ravnanja z zaposlenimi.
- Pomen ravnanja z zaposlenimi v organizaciji s stališča vodij (načrtovanje in izbira kadrov, razvoj in usposabljanje, motiviranje in nagrajevanje, ocenjevanje dela in rezultatov zaposlenih).
- Management in vodenje manjših skupin.
- Sodelovanje med zaposlenimi.
- Psihološka pogodba zaposlenih.
- Komuniciranje in odnos med zaposlenimi.

Content (syllabus outline):

- Development of the human resource management field.
- The importance of dealing with employees in the organization from the leadership point of view (planning and selection of personnel, development and training, motivation and rewards, evaluation of work and results of employees).
- Management and leadership of smaller groups.
- Cooperation between employees.
- Psychological contract.
- Communication and relationships between employees.

### Temeljni literatura in viri / Reading materials:

1. E-gradivo predmeta.
  2. Gorenak, I. *Ravnanje z zaposlenimi*. E-gradivo. Celje. Fakulteta za logistiko.
  3. Merkač Skok, M. (2005). *Osnove managementa zaposlenih*. Koper: Fakulteta za management.
  4. Mihalič, R. (2006). *Management človeškega kapitala*. Škofja Loka: Mihalič in Partner.
  5. Mihalič, R. (2007). *Uporabimo psihološko pogodbo zaposlenih*. Škofja Loka: Mihalič in Partner.
  6. Možina, Stane, Ivan Svetlik, Franc Jamšek, Nada Zupan, Zvone Vodovnik. (2002). *Management kadrovskih virov*. Ljubljana: FDV.
- Dodatna literatura: Izbrani članki.

### Cilji in kompetence:

Cilj tega predmeta je študentom nuditi osnovna znanja s področja ravnanja z zaposlenimi, jih seznaniti s pogoji za razvoj kadrov in kariere v logističnih procesih in vzpodbuditi uporabo pridobljenega znanja v praksi.

### Objectives and competences:

The students gain the basic knowledge of HRM whereby special emphasis is on creating conditions for human resource development, logistics careers and to encourage them to apply the gained knowledge to practical situations.

### Predvideni študijski rezultati:

Znanje in razumevanje:

Predvideni študijski rezultati študenta se kažejo v:

- poznavanju in razumevanju pomena človeških virov v logistiki,
- razumevanju pomena upravljanja s kadri (načrtovanje in izbira, razvoj in usposabljanje, motiviranje, nagrajevanje ter ocenjevanje dela in rezultatov),
- razumevanju pojma psihološka pogodba v logistiki,
- razumevanju pomena vodenja in komuniciranja v logistiki.

Prenesljive/ključne spretnosti in drugi atributi:

- poznavanje razvoja in razumevanje pomena ravnanja z zaposlenimi v organizaciji,
- razumevanje pomena ustreznega izbora kadrov, sposobnost za reševanje konkretnih strokovnih problemov s področja specifičnih metod, in razumevanje vloge vodje pri pridobivanju in selekciji kadrov ter pri razvoju, usposabljanju, napredovanju in karieri zaposlenih,
- obvladovanje specifičnega znanja s področja ravnanja z zaposlenimi, planiranja, izbora in metod selekcije kadrov, določanja zahtevnosti dela in vedenjskih dimenzij ter kompetenc kandidata,
- obvladovanje specifičnega znanja s področja ravnanja z zaposlenimi, usposabljanja, napredovanja in razvoja karier v organizaciji,
- sposobnost iskanja novih informacij s področja vedenjskih ved v literaturi in praksi ter

### Intended learning outcomes:

Knowledge and understanding:

- knowledge and understanding of the importance of human resources in logistics,
- understanding the importance of human resource management in logistics and supply chains (planning and selecting, development and training, motivating and rewarding, grading work and results),
- understanding the term psychological agreement in logistics,
- understanding the importance of leadership and communication in logistics.

Transferable/Key Skills and other attributes:

- understanding the importance and development of HRM,
- understanding the importance of selecting the right human resources,
- the ability to solve real professional problems using specific methods, and to understand the role of leaders in process of winning and selecting human resources, and to understand different areas such as development, training, promotion and careers,
- management of specific knowledge from the field of HRM, planning, HR selection methods, defining work complexity and behavioural dimensions and competences of candidates,
- management of specific knowledge from the field HRM, training, promotion and development of careers in organisations,
- the ability to search for new information from the field of behavioural sciences in literature and

sposobnost njihovega umeščanja v ustrezen strokovni okvir,

- razvoj veščin in spretnosti v uporabi znanja na posameznem strokovnem področju, kar bo študent razvijal v okviru seminarskih vaj in seminarjev pri predmetu.

prexis and to place them in appropriate professional frame,

- development of competences and skills by applying knowledge to specific professional areas – in form of essays and seminars,
- understanding and applying critical analysis and theory development and their usability in solving real professional problems.

#### 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 %) / Share (in %)	Assessment methods:
<ul style="list-style-type: none"> <li>▪ Opravljene obveznosti e-predavanj in e-vaj so pogoj za pristop k izpitu.</li> </ul>		<ul style="list-style-type: none"> <li>▪ Successful completion of e-lectures and e-tutorials is a prerequisite for entering the exam.</li> </ul>
<ul style="list-style-type: none"> <li>▪ Pisni izpit.</li> </ul>	70%	<ul style="list-style-type: none"> <li>▪ Written examinations.</li> </ul>
<ul style="list-style-type: none"> <li>▪ Domače naloge.</li> </ul>	10%	<ul style="list-style-type: none"> <li>• Homework.</li> </ul>
<ul style="list-style-type: none"> <li>▪ Seminarska naloga.</li> </ul>	20%	<ul style="list-style-type: none"> <li>• Seminar paper.</li> </ul>

#### Reference nosilca / Course coordinator's references:

1. 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](https://www.cobiss.si/id/12353820)], [JCR, SNIP, WoS do 25. 7. 2016: št. citatov (TC): 0, čistih citatov (CI): 0, čistih citatov na avtorja (CIAu): 0, normirano št. čistih citatov (NC): 0]. kategorija: 1A1 (Z, A<sup>1</sup>, A1/2); uvrstitev: Scopus (d), SSCI, MBP; tipologijo je verificiral OSICD točke: 41.92, št. avtorjev: 3.
2. 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](https://www.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].

3. PEJIĆ, Vaska, GORENAK, Irena, ORTHABER, Sara. The impact of HRM practices on the effectiveness of SCM = Uticaj menadžmenta ljudskih resursa na efikasnost upravljanja lancem snabdevanja. *Anali*, ISSN 0350-2120, 2014, vol. 50, št. 31, str. 325-333. [COBISS.SI-ID [512575293](#)].
4. GORENAK, Irena (avtor, vodja projekta), MLAKER KAČ, Sonja, PEJIĆ, Vaska. *Kompetence v logistiki : zaključno poročilo raziskovalnega projekta*. Celje: Fakulteta za logistiko, 2016. VII, 77 str., ilustr. [COBISS.SI-ID [512749629](#)].