

**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
18 e-P 27 a-P		15 e-V 30 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).
- 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).
- 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:

#### Kompetence:

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

#### Cilj:

- razumevanje osnovnega znanja s področja ravnanja z zaposlenimi,
- razumevanje pogojev za razvoj kadrov in kariere v logističnih procesih,
- razumevanje uporabe pridobljenega znanja v praksi.

### Objectives and competences:

#### Competences:

- ability to understand the importance of human resources in logistics,
- ability to understand the importance of human resource management (planning and selection, development and training, motivation, rewarding and evaluation of work in results),
- ability to understand the concept of psychological contract in logistics,
- ability to understand the importance of management and communication in logistics.

#### Objectives:

- understanding of basic knowledge in the field of employee management,
- understanding the conditions for employees and career development in logistics processes,
- understanding the application of acquired knowledge in practice.

### Predvideni študijski rezultati:

Študent je ob zaključku predmeta zmožen:

- ponazoriti pomen ravnanja z zaposlenimi v organizaciji;
- oceniti ustreznost izbora kadrov
- reševanja konkretnih strokovnih problemov s področja specifičnih metod, in razumevanje vloge vodje pri pridobivanju in selekciji kadrov ter pri razvoju, usposabljanju, napredovanju in karieri zaposlenih,
- uporabiti specifično znanje s področja ravnanja z zaposlenimi, planiranja, izbora in metod selekcije kadrov, določanja zahtevnosti dela in vedenjskih dimenzij ter kompetenc kandidata,
- uporabiti specifično znanje s področja ravnanja z zaposlenimi, usposabljanja, napredovanja in razvoja karier v organizaciji,

### Intended learning outcomes:

At the end of the subject, the student is able to:

- illustrate the importance of dealing with employees in the organization;
- evaluate the adequacy of staff selection;
- solving concrete professional problems in the field of specific methods, and understanding the role of the leader in the acquisition and selection of staff and in the development, training, promotion and career of employees;
- use specific knowledge in the field of employee management, planning, selection and methods of staff selection, determining the complexity of work and behavioral dimensions and competencies of the candidate,
- use specific knowledge in the field of employee management, training, promotion and career development in the organization,

- poiskati nove informacije s področja vedenjskih ved v literaturi in praksi ter jih umestiti v ustrezen strokovni okvir,
- razviti veščine in spretnosti v uporabi znanja na posameznem strokovnem področju, kar bo študent razvijal v okviru seminarjskih vaj in seminarjev pri predmetu.

- to find new information in the field of behavioral sciences in literature and practice and to place it in an appropriate professional framework;
- to develop skills and abilities in the application of knowledge in an individual professional field, which the student will develop in the framework of seminar paper and seminars in the course.

#### 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> <p>Predavanja:</p> <ul style="list-style-type: none"> <li>▪ Pismi izpit.</li> </ul> <p>Vaje:</p> <ul style="list-style-type: none"> <li>▪ Domače naloge.</li> <li>▪ Seminarjska naloga.</li> </ul>	<p>70%</p> <p>10%</p> <p>20%</p>	<ul style="list-style-type: none"> <li>▪ Successful completion of e-lectures and e-tutorials is a prerequisite for entering the exam.</li> </ul> <p>Lectures:</p> <ul style="list-style-type: none"> <li>▪ Written examinations.</li> </ul> <p>Tutorial:</p> <ul style="list-style-type: none"> <li>▪ Homework.</li> <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', A1/2); uvrstitev: [Scopus \(d\)](https://scopus.com), 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](#)].