

UČNI NAČRT PREDMETA / COURSE SYLLABUS

| | |
|----------------------|----------------------------|
| Predmet: | Menedžment sprememb |
| Course title: | Change Management |

| Študijski program in stopnja Study programme and level | Študijska smer Study field | Letnik Academic year | Semester Semester |
|---|--|-------------------------|----------------------|
| Mediji in novinarstvo / Media and Journalism | Program nima smeri / Program has a single course | - | - |
| Prva stopnja/ First level | | | |

Vrsta predmeta / Course type

izbirni / optional

Univerzitetna koda predmeta / University course code:

VISIZB6

| Predavanja Lectures | Seminar Seminar | Vaje Tutorial | Klinične vaje work | Druge oblike študija / Other forms of Study | Samost. delo Individ. work | ECTS |
|------------------------|--------------------|------------------|-----------------------|--|-------------------------------|------|
| 20 | | 30 | 0 | | 130 | 6 |

Nosilec predmeta / Lecturer:

Izr. prof. dr. Nadja Damij /Nadja Damij, Ph.D., Associate Professor

Jeziki /

Predavanja / Lectures: Slovenščina, angleščina / Slovene, English

Languages:

Vaje / Tutorial: Slovenščina, angleščina / Slovene, English

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

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Prerequisites:

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Vsebina:

- Obdobje preobrata v znanosti, družbi in kulturi. Zgodovinski pogled na razvoj znanosti, družbe in kulture. Paradigma klasične fizike. Paradigma nove fizike;
- Nova paradigma obvladovanja družbenih sprememb. Kolizija globalnega kapitalizma in sonaravnega trajnostnega razvoja. Temeljni gradniki ekologije. Redefinicija družbeno odgovornega delovanja organizacij;
- Kompleksnost in večplastnost sprememb in spreminjanja. Uspešnost posameznika, organizacije in civilizacije. Spremembe okolja kot konstanta. Pretekli, sedanji in bodoči megatrendi sprememb. Pomen paradigem pri obvladovanju sprememb;
- Uspešnost obvladovanja organizacijskih sprememb. Spremembe in spreminjanje v

Content (Syllabus outline):

- Period of upheaval in science, society and culture. Historical overview of the development of science, society and culture. The paradigm of classical physics. New paradigm of physics;
- The new paradigm of management of social change. The collision of global capitalism and sustainable development. The basic building blocks of ecology. The redefinition of socially responsible organisations;
- The complexity of change and alteration. The performance of individuals, organisations and civilization. Changes of the environment as a constant. Past, present and future mega-trends of changes. The importance of paradigms for the management of change;
- The success of organisational change

organizacijskih sistemih. Vrste organizacijskih sprememb. Ravni obvladovanja organizacijskih sprememb. Narava sprememb in spreminjanja;

- Proces obvladovanja organizacijskih sprememb. Kakovosten vidik procesa obvladovanja organizacijskih sprememb. Burke – Litwinov model obvladovanja organizacijskih sprememb. Proces obvladovanja transformacijskih sprememb. Proces obvladovanja transakcijskih sprememb;
- Management človeških virov in obvladovanje sprememb. Domišljija, ustvarjalnost in samoaktualizacija človeka. Human resources management (HRM) kot ključni proces pri obvladovanju organizacijskih sprememb. Pomen voditeljstva v procesu obvladovanja sprememb;
- Sodobni pristopi in modeli obvladovanja organizacijskih sprememb. Splošna primerjava in sovpadanja. Predstavitev posameznih modelov; Nova paradigma obvladovanja organizacijskih sprememb. Temeljni gradniki nove paradigme obvladovanja organizacijskih sprememb. Moč vpliva ključnih organizacijskih dejavnikov na obvladovanje sprememb. Osrediščenje na raven posameznika.

management. Amendments and changes in organisational systems. Types of organisational change. The level of organisational change management. The nature of the change and alteration;

- The process of organisational change management. Quality aspect of the process of organisational change management. Burke - Litwin model for organisational change management. The process of managing transformational change. Transaction management process changes;
- Human resource management and change management. Imagination, creativity and self-actualization of human. Human resources management (HRM) as a key process in managing organizational change. The importance of leadership in the process of change management;
- Modern approaches and models of organisational change management. General comparison and coincidence. Presentation of individual models;
- A new paradigm for organisational change management. The basic building blocks of a new paradigm for organisational change management. Power to influence key organisational factors in managing change. Of focus on the individual level.

Temeljni literatura in viri / Readings:

- Bukovec, B. (v pripravi): Menedžment sprememb. Novo mesto: Visoka šola za upravljanje in poslovanje Novo mesto.
- Burke, W.W. (2002): Organization Change: Theory and Practice, Foundations for organizational science. Sage Publications: Thousand Oaks, California.
- Maturana, H., Varela, F. (1999): Drevo spoznanja. Studia humanitatis: Ljubljana.
- Vila, A. (2000): Organizacija v postmoderni družbi. Kranj: Moderna organizacija.
- Adizes, I. (1996): Obvladovanje sprememb. Ljubljana: Gospodarski vestnik.

Cilji in kompetence:

- Sposobnost fleksibilne uporabe znanja v praksi;
- poznavanje koncepta kakovosti in prizadevanje za kakovost strokovnega dela skozi avtonomnost, (samo)kritičnost, (samo)refleksivnost in (samo)evalviranje v strokovnem delu;
- občutljivost za ljudi in socialno okolje
- zmožnost za prepoznavanje in izkoriščanje priložnosti, ki se ponujajo v delovnem in

Objectives and competences:

- Ability to use the acquired knowledge in practice in a flexible manner;
- Familiarity with the importance of quality, striving to maintain the quality of professional work through practicing autonomous behaviour, showing initiative, as well as through (self-)criticism; (self-)reflection and (self-)evaluation;
- Sensitivity to people and social environment

družbenem okolju;

- razvoj veščin in spretnosti pri uporabi znanja na področju področju medijev in medijske produkcije s pomočjo reševanja konkretnih problemov.

- Ability to identify and exploit the opportunities offered in the working and social environment;
- developing skills in the use of knowledge on the field media production by means of solving theoretical or empirical problems.

Predvideni študijski rezultati:

Študent/študentka:

- pozna in razume pomen in večplastnost procesnega pristopa pri obvladovanju sprememb;
- pozna in razume vlogo in pomen obvladovanja sprememb v poslovnih odnosih;
- razume interakcijsko delovanje dejavnikov, ki vplivajo na uspešnost in učinkovitost obvladovanja sprememb;
- pozna in uporablja sodobne pristope, modele in orodja za doseganje in nenehno izboljševanje procesa obvladovanja sprememb;
- uporablja osnovno znanje in veščine s področja obvladovanja sprememb;
- reflektira in kritično ovrednoti različne izkušnje s področja obvladovanja sprememb;
- aktivno in kritično spremlja in reflektira aktualno dogajanje na področju obvladovanja sprememb;
- v povezavi z drugimi predmeti pozna, razume in reflektira kompleksnost strokovnih in družbenih nalog zaposlenih pri obvladovanju sprememb;
- pozna in razume umeščenost menedžmenta družbenih sprememb v širše družbene, kulturne in vrednotne kontekste ter z refleksijo teh kontekstov oblikuje intelektualno aktiven odnos do sveta.

Metode poučevanja in učenja:

- Predavanja z aktivno udeležbo študentov (razlaga snovi, pogovori, vprašanja, primeri, reševanje problemov);
- Seminarske vaje v povezavi s prakso (refleksija izkušenj, projektno delo, timsko delo, metode kritičnega mišljenja, pogovori, sporočanje povratne

Intended learning outcomes:

A student:

- learns and understands the importance and complexity of the process approach in change management;
- understands the role and importance of change management in business relations;
- understands interaction between factors that affect the efficiency and effectiveness of change management;
- learns and uses the modern approaches, models and tools to achieve and continuously improve the change management process;
- applies basic knowledge and skills in change management;
- reflects on and critically evaluates a variety of experience in change management;
- actively and critically monitors and reflects current developments in the field of change management;
- in conjunction with other modules learns, understands and reflects the complexity of professional and social duties of employees in the change management;
- learns and understands the position of management of social change in the wider social, cultural and value context and the reflection of these contexts to develop intellectually active attitude towards the world.

Learning and teaching methods:

- Lectures with the active participation of students (materials, discussions, questions, examples, problem solving);
- Tutorial in conjunction with practice (reflection experience, project work, team work, critical thinking, discussion, feedback, social games,

informacije, socialne igre, ekskurzija);

- Individualne in skupinske konzultacije (pogovori, dodatna razlaga, obravnava specifičnih vprašanj);

Animacija samostojnega študija in raziskovanja (motiviranje, usmerjanje, samoopazovanje, samouravnavanje, refleksija, samoocenjevanje).

excursion);

- Individual and group consultations (interviews, additional explanation, specific questions);
- Animation of independent study and research (motivation, guidance, self-observation, self-regulation, reflection, self-assessment).

Načini ocenjevanja:

Assessment:

| Način (pisni izpit, ustno izpraševanje, naloge, projekt) | Delež (v %) / Weight (in %) | Type (examination, oral, coursework, project): |
|--|-----------------------------|---|
| <ul style="list-style-type: none"> • Pisni/ustni izpit - 60% ocene. • Empirična seminarska naloga s poročili seminarskega dela ter predstavitev naloge 40%. <p>Ocenjevalna lestvica – skladno s Pravilnikom o preverjanju in ocenjevanju znanja.</p> | | <ul style="list-style-type: none"> • Written / oral examination - 60% of the grade. • Empirical seminar paper including the reports on seminar work and presentation - 40%. <p>Grading is in accordance with the Faculty's evaluation Ordinance</p> |

Reference nosilca / Lecturer's references:

DAMIJ, Nadja, DAMIJ, Talib. Process management : a multi-disciplinary guide to theory, modeling, and methodology, (Progress in IS). Berlin; Heidelberg: Springer, cop. 2014. XVI, 213 str., ilustr. ISBN 978-3-642-36638-3, doi: 10.1007/978-3-642-36639-0. [COBISS.SI-ID 2048186387]

DAMIJ, Nadja. Functional dependence : the key for class model development. GESTS International Transaction on Computer Science and Engineering, ISSN 1738-6438, jun. 2010, vol. 60, no. 1, str. 29-42, ilustr. [COBISS.SI-ID 1024181057]

TASEVSKA, Frosina, DAMIJ, Talib, DAMIJ, Nadja. Project planning practices based on enterprise resource planning systems in small and medium enterprises - a case study from the Republic of Macedonia. International journal of project management, ISSN 0263-7863. [Print ed.], 2014, vol. 32, iss. 3, str. 529-538, doi: 10.1016/j.ijproman.2013.08.001. [COBISS.SI-ID 21909990]

DAMIJ, Nadja. e-Learning : a myth or just another new thing on the market. London: Vega Press, 2011. 77 str. ISBN 978-0-9568625-0-1. [COBISS.SI-ID 1024262721]

Bibliografija: <http://www.sicris.si/search/rsr.aspx?lang=slv&id=31201>