UČNI NAČRT PREDMETA/COURSE SYLLABUS	
Predmet:	Učeča se organizacija
Course title	Learning Organisation

Študijski program in stopnja Study programme and level	Študijska smer Study field	Letnik Academic year	Semester Semester
Upravljanje poslovnih in informacijskih sistemov / 2. stopnja	Upravljanje poslovnih sistemov	1.	2.
Business and Information Systems Management / 2nd Cycle	Business Systems Management	1st	2nd

Vrsta predmeta/Course type	modularni/module

Univerzitetna koda predmeta/University course code	2_UPS_1_M3_UN3

Predavanja Lectures	Seminar Seminar	Sem. vaje Tutorial	Lab. vaje Laboratory work	Teren. vaje Field work	Samost. delo Individ. work	ECTS
15		10			155	6

Nosilec predmeta/Lecturer:	doc. dr. Milena Kramar Zupan

Jezik/ Languages:	Predavanja/Lectures:	slovenski/Slovenian
	Vaje/Tutorial:	slovenski/Slovenian

Pogoji za vključitev v delo oz. za opravljanje študijskih obveznosti:	Prerequisites:
• pogoj za vključitev v delo je vpis v prvi letnik študijskega programa, • študent mora pred izpitom pripraviti in predstaviti projektno nalogo.	• the condition for inclusion is entry in the first year of study, • student has to prepare, present and defend a project paper before the exam.

Vsebina:	Content (Syllabus outline):
• Uvod. Predstavitev vsebine in organizacije študijskega dela. • Zgodovinski pregled. Razvoj koncepta učeča se organizacija; obvladovanje petih ključnih disciplin. • Opredelitev pojmov. Učeča se družba, družba znanja, učeča se organizacija, vseživljenjsko učenje, idr. • Pomen učenja. Za organizacijo za obvladovanje sprememb in uvajanje	• Introduction. Presentation of the content and organization of the study work. • Historical overview. Development of the learning organisation concept; mastering five key disciplines. • Definitions. Learning society, knowledge society, learning organisation, lifelong learning, etc. • The importance of learning. For the organisation to manage change and

novosti. - Ravni učenja v organizaciji. Povezanost individualnega, timskega in organizacijskega učenja. - Komunikacija v organizacijskem učenju. - Prednosti in značilnosti učečih se organizacij. - Načrtovanje procesa. Demingov krog spreminjanja, model učnih map/portfoliev: ugotavljanje stanja, določanje aktivnosti in odgovornosti, spremljanje in dopolnjevanje. - Interdisciplinarnost in reševanje problemov. Medsebojna povezanost/odvisnost sposobnosti organizacije, modelov in praks ter strategij razvoja učeče se organizacije.	introduce novelties. - Levels of learning in the organisation. Interconnection of individual, team and organisational learning. - Communication in organisational learning. - Advantages and characteristics of learning organisations. - Process planning. Deming's cycle of changes, the model of learning folders / portfolios: determining the situation, determining activities and responsibilities, monitoring and complementing. - Interdisciplinarity and problem solving. Interconnection / dependence of the organisation's abilities, models and practices and development strategies of the learning organisation.

Temeljna literatura in viri/Readings:

- Senge, M. P. (2003). Peta disciplina - principi i praksa učeče organizacije. Zagreb: Mozaik knjiga.
- Dimovski, V., Penger, S., Škerlavaj, M., Žnidaršič, J. (2007). Učeča se organizacija – Ustvarite podjetje znanja. Ljubljana: Gospodarski vestnik.

Cilji in kompetence:	Objectives and competences:
Učna enota prispeva predvsem k razvoju naslednjih splošnih in specifičnih kompetenc: - poznavanje in razumevanje zgodovine razvoja koncepta učeče se družbe in znotraj tega učeče se organizacije, - razumevanje, analiza, kritični premislek ter uporaba principov delovanja učeče se organizacije za obvladovanje sprememb v delovnem okolju, - povezovanje znanja s področij splošnega menedžmenta, organizacije in drugih ved, - razvijanje motiviranosti in sposobnosti za dvig kulture učenja pri sebi in drugih, pripravljanje učnih portfoliev/map ter spremljanje procesa, - sodelovalno/timsko delo, sposobnost	*The learning unit mainly contributes to the development of the following general and specific competences:* - knowledge and understanding of the learning society concept development history, and learning organisation within, - understanding, analysis, critical reflection and application of the learning organisation principles to manage changes in the working environment, - interconnecting knowledge from the fields of general management, organisation and other disciplines, - developing motivation and ability to raise the learning culture with oneself and others, preparing learning portfolios / folders and monitoring the process, - cooperative / team work,

komuniciranja, partnerskih odnosov s sodelavci, nadrejenimi in strokovnjaki, • odprtost za ljudi, socialne situacije ter smisel za uvajanje in sprejemanje novosti.	communication skills, partnership relations with colleagues, superiors and experts, • openness for people, social situations and the sense of introducing and accepting novelties.

Predvideni študijski rezultati:	Intended learning outcomes:
Študent/študentka: • pozna in razume razvoj koncepta učeče se družbe in učeče se organizacije v povezavi s splošnim družbenim, tehnološkim in organizacijskim razvojem, • povezuje znanja s področij menedžment, organizacije in drugih ved, • razvija analitične sposobnosti in kritično mišljenje ter celovito razume principe delovanja učeče se organizacije za obvladovanje sprememb v delovnem okolju, • razume pomen učenja kot temeljne vrednote družbe znanja in učeče se organizacije, • analizira lastno in učenje drugih ter pripravlja načrte učenja po nivojih (učne portfolie/mape), • pozna načine organiziranja in motiviranja za dvig kulture učenja pri sebi in drugih, • pridobi in razvije veščine sodelovalnega učenja in timskega dela in jih uporablja širše, • v povezavi z drugimi področji razvija, razume in uporablja veščine uspešnega komuniciranja in partnerskih odnosov, • se zaveda prednosti učeče se organizacije in problemov, ki jih prinašajo spremembe v manjših in večjih organizacijah ter zna poiskati rešitve, • razvija odprtost za ljudi, socialne situacije ter smisel za uvajanje in sprejemanje novosti.	*Students:* • know and understand the development of the concept of a learning society and learning organisation in conjunction with general social, technological and organisational development, • connect knowledge from the field of management, organisation and other disciplines, • develop analytical skills and critical thinking and comprehensively understand the principles of learning organisation's work to manage changes in the working environment, • understand the importance of learning as a fundamental value of knowledge society and learning organisation, • analyses one's own and others' learning and prepares learning plans by levels (learning portfolios / folders), • know the ways of organising and motivating to raise the culture of learning in oneself and others, • acquire and develop the skills of collaborative learning and team work, and uses them in a wider sense, • in connection with other areas, develop, understand and use the skills of successful communication and partnership relations, • recognize benefits of the learning organisation and problems brought about by changes in smaller and larger organisations, and are able to find solutions, • developing openness for people, social situations and the sense of introducing and accepting

	novelties.

Metode poučevanja in učenja:	Learning and teaching methods:
• *predavanja* z aktivno udeležbo (razlaga, diskusija, vprašanja, primeri, reševanje problemov), • *projektna naloga:* oblikovanje učnega portfolia (delo v skupinah, predstavitev primerov, diskusija), • *konzultacije* (individualne in skupinske; osebno ali na daljavo), • *usmerjen samostojen študij* (motiviranje, samoopazovanje, refleksija, samoocenjevanje).	• *lectures* with active participation of students (explanation, discussion, questions, examples, problem solving); • *project paper:* creation of a learning portfolio (group work, case presentation, discussion), • *consultations* (individual and group; in person or online), • *guided individual study* (motivation, self-examination, reflection, self-assessment).

Načini ocenjevanja:	Delež (v %) Weight (v %)	Assessment:
Načini: • 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 projektne naloge. Ocenjevalna lestvica: ECTS.	100 % 60 % 40 %	Types: • 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 project paper. Grading scheme: ECTS.