

	UČNI NAČRT PREDMETA/COURSE SYLLABUS
Predmet	Učeca se organizacija
Course title	<i>Learning Organisation</i>

Študijski program in stopnja Study programme and level	Študijska smer Study field	Letnik Academic year	Semester Semester
Vzgoja in menedžment v zdravstvu/2. stopnja	Ni smeri študija	2. letnik	3.
<i>Education and Management in Health Care / 2nd Cycle</i>	No study field	2 nd year	3 rd

Vrsta predmeta/Course type izbirni / elective

Univerzitetna koda predmeta/University course code VMZ2 IP UN 5

Predavanja	Seminar	Sem. vaje	Lab. vaje	Teren. vaje	Samost. delo	ECTS
Lectures	Seminar	Tutorial	Laboratory work	Field work	Individ. work	
25		30			155	7

Nosilec predmeta/Lecturer: prof. dr. Jasmina Starc

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

Pogoji za vključitev v delo oz. za opravljanje študijskih obveznosti:	Prerequisites:
<ul style="list-style-type: none"> Vpis v drugi letnik študijskega programa. Študent mora pred izpitom pripraviti in predstaviti ter zagovarjati projektno/raziskovalno nalogo. 	<ul style="list-style-type: none"> A prerequisite for inclusion is enrolment in the second year of study. Student has to prepare, present and defend a project/research paper before the exam.

Vsebina:	Content (Syllabus outline):
<ul style="list-style-type: none"> Uvod. Učeca se organizacija. Razlaga pojmov. Razvoj koncepta učeče se organizacije. Izzivi sodobne družbe in gospodarstva. Pet ključnih disciplin po Sengeju. Pomen učenja. Ravni učenja v organizaciji. Komunikacija v organizacijskem učenju. 	<ul style="list-style-type: none"> Introduction. Learning organisation. Explanation of terms. Development of the concept of a learning organisation. The challenges of modern society and the economy. The five key disciplines by Senge. The importance of learning. The levels of learning in an organisation. Communication in organisational learning.

<ul style="list-style-type: none"> • Prednosti in značilnosti učečih se organizacij. • Modeli (Future-O). • Načrtovanje in izvajanje procesa. • Metode ustvarjalnega premagovanja preprek. 	<ul style="list-style-type: none"> • The advantages and characteristics of learning organisations. • Models (Future-O). • Planning and implementation of the process. • Methods of overcoming obstacles in a creative manner.
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Temeljna literatura in viri/Readings:

<ul style="list-style-type: none"> • Dimovski, V. et al. (2005). Učeča se organizacija: ustvarite podjetje znanja. Ljubljana: GV založba. • Senge, P. M. (2001). Peta disciplina : principi i praksa učeče organizacije. Zagreb: Mozaik knjiga. • Charney, C. (2005). The trainer's tool kit. New York: AMACOM. • McKenzie, J. (2004). Understanding the knowledgeable organization: nurturing knowledge competence. London: Thomson.

Cilji in kompetence:

Učna enota prispeva predvsem k razvoju naslednjih splošnih in specifičnih kompetenc:

- celovito kritično mišljenje, sposobnost analize, sinteze in predvidevanja na področju zdravstvenih, poslovnih, upravnih, organizacijskih in drugih družbenih ved,
- obvladovanje raziskovalnih metod, postopkov, procesov in tehnologije,
- sposobnost kreativne uporabe znanja v zdravstvenem okolju,
- poznavanje in razumevanje procesov v zdravstvenem okolju ter usposobljenost za njihovo analizo, sintezo in predvidevanje rešitev oz. posledic,
- usposobljenost za prepoznavanje potreb po spremembah in uvajanje inovacij v zdravstvenem okolju,
- avtonomnost pri odločanju in odgovornost za sprejete odločitve,
- usposobljenost za komuniciranje v domačem in mednarodnem okolju,
- ozaveščenost o nujnosti lastnega izpopolnjevanja, dopolnjevanja, poglobljanja in posodabljanja znanja,
- sposobnost umeščanja novih spoznanj, informacij in

Objectives and competences:

The learning unit mainly contributes to the development of the following general and specific competences:

- comprehensive critical thinking, the ability for analysis, synthesis and anticipating solutions in the field of health, business, management, organisational and other sciences,
- mastering the research methods, procedures, processes and technology,
- the ability for creative knowledge implementation in the healthcare environment,
- knowledge and understanding of the processes in the healthcare environment and being qualified for their analysis, synthesis and anticipating solutions or consequences,
- being qualified to identify the needs for changes and introducing innovations into the healthcare environment,
- autonomy in decision making and responsibility for the decisions made,
- being qualified to communicate in the domestic and international environment,
- awareness of the necessity of one's own development, as well as complementing, deepening and updating knowledge,

<p>interpretacij v kontekst zdravstvenih ved,</p> <ul style="list-style-type: none"> • usvajanje znanja, razvoj veščin in spretnosti za delovanje v timih, razumevanje nehierarhičnih organizacijskih struktur ter stalno in sprotno učenje. 	<ul style="list-style-type: none"> • the ability for mapping new insights, information and interpretations in the context of health sciences, • the acquisition of knowledge, development of skills to function in teams, understanding the non-hierarchical organisational structures, and continuous and ongoing learning.
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Predvideni študijski rezultati:

Študent/študentka:

- pozna in razume razvoj koncepta učeče se družbe in učeče se organizacije v povezavi s splošnim družbenim, tehnološkim in organizacijskim razvojem,
- povezuje znanje s področij menedžmenta, organizacije, zdravstva in drugih ved,
- razvija analitične sposobnosti in kritično mišljenje ter celovito razumevanje principov delovanja učeče se organizacije za obvladovanje sprememb v delovnem okolju,
- razume pomen učenja kot temeljne vrednote družbe znanja in učeče se organizacije,
- analizira lastno učenje drugih ter pripravo osebnih načrtov učenja,
- pozna način organiziranja in motiviranja za dvig kulture učenja pri sebi in drugih,
- razvija veščine sodelovalnega učenja in timskega dela ter njihovo širšo uporabo,
- razume prednosti učeče se organizacije in probleme, 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.

Intended learning outcomes:

Students:

- know and understand the development of the concepts of learning society and learning organisation in connection with the general social, technological and organisational development,
- link the knowledge from the areas of management, organisation, health care and other disciplines,
- develop analytical skills and critical thinking and comprehensive understanding of the principles of learning organisation operations for managing changes in the working environment,
- understand the significance of learning as a fundamental value of the knowledge society and learning organisation,
- analyse the learning and preparation of personal learning plans of others,
- know the manner of organising and motivating to raise the culture of learning in yourself and others,
- develop cooperative learning skills and teamwork and their wider use,
- understand the benefits of learning organisation and the problems that changes can bring in smaller and larger organisations with knowing how to find solutions,
- develop openness to people, social situations and sense for introducing and accepting innovations.

Metode poučevanja in učenja:

- *predavanja* z aktivno udeležbo študentov (razlaga, diskusija, vprašanja, primeri, reševanje problemov),

Learning and teaching methods:

- *lectures* with active student participation (explanation, discussion, questions, examples, problem solving);

<ul style="list-style-type: none"> • <i>seminarske vaje</i>: priprava, predstavitev in uspešen zagovor projektne/raziskovalne naloge, • <i>konzultacije</i>. 	<ul style="list-style-type: none"> • <i>tutorial</i>: preparation, presentation and a successful defence of a project/research paper, • <i>consultations</i>.
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Načini ocenjevanja:	Delež (v %) Weight (in %)	Assessment:
Načini: <ul style="list-style-type: none"> • izpit • izdelava, predstavitev in zagovor projektne/raziskovalne naloge Ocenjevalna lestvica: ECTS.	50 % 50 %	Types: <ul style="list-style-type: none"> • exam • preparation, presentation and defence of the project/research paper Grading scheme: ECTS.