

	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:

<p><i>Učna enota prispeva predvsem k razvoju naslednjih splošnih in specifičnih kompetenc:</i></p> <ul style="list-style-type: none"> • 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 	<h4>Objectives and competences:</h4> <p><i>The learning unit mainly contributes to the development of the following general and specific competences:</i></p> <ul style="list-style-type: none"> • 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,
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<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:
<p>Načini:</p> <ul style="list-style-type: none"> • 100 % udeležba na predavanjih in vajah: priprava, predstavitev in zagovor projektne/raziskovalne naloge – 100 % ocene; • če študent ni 100 % udeležen na predavanjih in vajah: <ul style="list-style-type: none"> - izpit – 60 % ocene, - priprava, predstavitev in zagovor projektne/raziskovalne naloge – 40 % ocene. <p>Ocenjevalna lestvica: ECTS.</p>	<p>100 %</p> <p>ali / or</p> <p>60 %</p> <p>40 %</p>	<p>Types:</p> <ul style="list-style-type: none"> • 100 % attendance at lectures and tutorials: preparation, presentation and defence of project/research paper – 100 % of the grade; • if the students' attendance at lectures and tutorials is not 100%: <ul style="list-style-type: none"> - exam - 60% of the grade, - preparation, presentation and defense of the project/research paper – 40% of the grade. <p>Grading scheme: ECTS.</p>