

UČNI NAČRT PREDMETA / COURSE SYLLABUS

<b>Predmet:</b>	Vodenje, etika in družbena odgovornost
<b>Course title:</b>	Leadership, Ethics, and Social Responsibility

Študijski program in stopnja <i>Study programme and level</i>	Študijska smer <i>Study field</i>	Letnik <i>Academic year</i>	Semester <i>Semester</i>
Menedžment kakovosti Podiplomski (Druga)	Program nima smeri	1.	1.
Quality Management Graduate-Master (Second)	The program has no study fields	1	1

<b>Vrsta predmeta / Course type:</b>	Obvezni	Required
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<b>Univerzitetna koda predmeta / University course code:</b>	021004-02
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Predavanja <i>Lectures</i>	Seminar <i>Seminar</i>	Sem. vaje <i>Tutorial</i>	Lab. vaje <i>Laboratory work</i>	Teren. vaje <i>Field work</i>	Samost. delo <i>Individ. work</i>	ECTS
30	-	20	-	-	100	5

<b>Nosilec predmeta / Lecturer:</b>	izr. prof dr. Milan Ambrož	Milan Ambrož, PhD Associate Professor
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<b>Jeziki / Languages:</b>	<b>Predavanja / Lectures:</b>	<b>Vaje / Tutorial:</b>
	Slovenski, angleški	Slovenski, angleški
	Slovenian, English	Slovenian, English

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

- Vpis v 1. letnik študija.
- Študent/študentka mora pred pristopom k izpitu pripraviti in zagovarjati empirično seminarsko nalogo.

**Prerequisites:**

- Enrolment in the first year of study.
- The student must prepare and defend an empirical seminar paper as a prerequisite for the final exam.

**Vsebina:**

1. Vodenje, etika in družbena odgovornost.
2. Poslovna odličnost – vodenje, etika in družbena odgovornost.
3. Voditeljstvo in ciljna usmerjenost.
4. Družbena odgovornost.
5. Sodobni modeli vodenja, standardi vodenje in družbena odgovornost.
6. Model EFQM – odličnost na področju vodenje, etike in družbene odgovornosti.
7. Globalni trendi in protislovja razvoja na področju vodenja, etike in družbene odgovornosti,
8. Primeri dobrih praks na področju vodenja, etike in družbene odgovornosti.

**Content (Syllabus outline):**

1. Management, ethics and social responsibility.
2. Business Excellence – management, ethics and social responsibility.
3. Leadership and goal orientation.
4. Social responsibility.
5. Modern management styles, management standards and social responsibility,
6. Model EFQM – excellence of management, ethics, and social responsibility.
7. Global trends and contradiction in the field of management, ethics and social responsibility,
8. Good practices in the field of management, ethics and social responsibility.

## Temeljna literatura in viri / Readings

### Obvezna literature / Required reading(s):

- Ambrož, M. (2009). *Viharnost organizacije*. Kranj: B & B.

### Dodatna – dopolnilna / Recommended reading(s):

- Capra, F. (2003). *The hidden connections: A Science of Sustainable Living*. London: Flamingo.
- Velasquez, M. G. (2012). *Business ethics: concepts and cases* (7. izd.). Boston: Pearson.
- Vavtar, B., & Ambrož, M. (2005). Vpliv poslovne kulture na podjetniško etiko. V J. Kaluža (ur.), *Sinergija metodologij: zbornik 24. mednarodne konference o razvoju organizacijskih znanosti, Slovenija, Portorož, 16.-18. marec 2005* (str. 1051–1058). Kranj: Moderna organizacija.

### Cilji in kompetence:

- Poznavanje in razumevanje družbenih, organizacijskih in med organizacijskih procesov in sposobnost njihove kompleksne analize.
- Usposobljenost za prepoznavanje potreb po spremembah in uvajanju le teh.
- Sposobnost kritične presoje pri izbiri, aplikaciji in izboljšavah sodobnih pristopov, modelov in orodij kakovosti in odličnosti.
- Koherentno obvladovanje temeljnega znanja, sposobnost povezovanja znanja z različnih področij na katerih temeljita kakovost in poslovna odličnost.
- Razvoj komunikacijskih sposobnosti in spretnosti za komuniciranje z različnimi okolji.
- Sposobnost timskega dela, tj. pripravljenost na sodelovanje, kooperativnost, upoštevanje mnenj drugih in izpolnjevanje dogovorjene vloge v okviru tima in skupine.
- Poznavanje profesionalne etike, pravne zakonodaje, priznavanje in spoštovanje moralnih in etičnih načel in vrednot ter njihova uporaba pri delu.
- Usposobljenost za izobraževanje, vzgojo in mentorsko delo pri promociji kakovosti in poslovne odličnosti.
- Usposobljenost za sprejemanje odgovornosti za profesionalni razvoj in učenje, izboljševanje lastnega dela skozi evalvacijo z namenom samopresejanja in s tem nenehnega izboljševanja kakovost in odličnost dela.
- Internalizacija avtopoietičnega koncepta obvladovanja kakovosti in odličnosti, temelječega na spiralno-vijačnem zaporedju planiranja, izvedbe, preverjanja in ukrepanja.
- Internalizacija temeljnih gradnikov sodobne paradigme kakovosti in odličnosti.
- Sposobnost usmerjanja ustvarjalnih zmogljivosti sodelavcev, na podlagi skupnih vrednot in kulture zaupanja ter pooblašanja, ki vsakogar spodbuja k vključevanju.
- Sposobnost usmerjanja in izmenjave znanja v okviru kulture stalnega učenja, inoviranja in izboljševanja.
- Internalizacija vedenja, ki ustvarja jasnost in enotnost namena v mejah organizacije ter okolja, v katerem

### Objectives and competences:

- Knowledge and understanding of social, organizational, and inter-organizational processes and ability for complex analysis.
- Skills to identify needs for change and its application. Using methodological tools, i.e., implementation, coordination, and organization of research, using various research methods and techniques.
- The ability of critical assessment in the selection, application, and improvement of contemporary approaches, models, and tools for quality and excellence.
- Coherent management of fundamental skills, the ability to integrate knowledge from various fields that are based on quality and business excellence.
- The development of communication skills and abilities to communicate with different environments.
- Ability for teamwork, i.e., willingness to collaborate and cooperate, respecting the opinions of others and completing the designated task within the team and group.
- Knowledge of professional ethics, laws, recognition, and respect for moral and ethical values and principles to their application at work.
- The ability to educate and undertake mentoring work in promoting quality and business excellence.
- The competency to take responsibility for professional development and learning, improving one's own work through evaluations with a view to self-transcend, and as such, the continuous improvement of quality and excellence.
- Internalising the concept of autopoiesis in reference to quality management and excellence founded on the spiralling order of planning, doing, checking, and acting.
- Internalizing the fundamental building blocks of contemporary paradigms of quality and excellence.
- The ability for social responsible actions on the basis of ethics and exceeding expectations and norms of the general society as a whole.
- The application of selected approaches, models and

<p>lahko organizacija in njeni zaposleni izkazujejo svojo odličnost.</p> <ul style="list-style-type: none"> <li>– Zmožnost družbeno odgovornega delovanja na osnovi etičnosti ter preseganja pričakovanj in pravil najširše družbe.</li> <li>– Obvladovanje izbranih pristopov, modelov in orodij na področju kakovosti in poslovne odličnosti.</li> <li>– Organizacijske in vodstvene spretnosti za usmerjanje dela v organizaciji.</li> <li>– Usposobljenost za svetovalno delo (prenos znanja).</li> </ul>	<p>tools in the field of quality and business excellence.</p> <ul style="list-style-type: none"> <li>– Organizational and leadership skills to guide tasks and work in the organization.</li> <li>– Qualification for consultancy work (knowledge transfer).</li> </ul>
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<b>Predvideni študijski rezultati:</b>	<b>Intended learning outcomes:</b>
<p>Študent/študentka:</p> <ul style="list-style-type: none"> <li>– Pozna in razume pomen etičnega in družbeno odgovornega vodenja z zgledom.</li> <li>– Pozna in razume vlogo etičnega in družbeno odgovornega vodenja z zgledom v poslovnih odnosih.</li> <li>– Pozna in uporablja pristope, modele in orodja organizacijske prakse s področja etičnega in družbeno odgovornega vodenja z zgledom.</li> <li>– Uporablja osnovna znanja in veščine s področja etičnega in družbeno odgovornega vodenja z zgledom.</li> <li>– Reflektira in kritično ovrednoti različne izkušnje iz področja etičnega in družbeno odgovornega vodenja z zgledom.</li> <li>– Proaktivno in kritično spremlja in reflektira aktualno dogajanje na področju etičnega in družbeno odgovornega vodenja z zgledom.</li> <li>– V povezavi z drugimi predmeti pozna, razume in reflektira kompleksnost strokovnih in družbenih nalog zaposlenih na področju etičnega in družbeno odgovornega delovanja.</li> <li>– Pozna in razume umeščenost etičnega in družbeno odgovornega vodenja z zgledom v širše družbene, kulturne in vrednotne kontekste ter z refleksijo teh kontekstov oblikuje intelektualno proaktiven odnos do sveta.</li> </ul>	<p>The student will:</p> <ul style="list-style-type: none"> <li>– Know and understand the meaning of ethical and social responsible leadership by example.</li> <li>– Know and understand the role of ethical and social responsible leadership by example in business relations.</li> <li>– Know and understand the approaches, models, and tools of organizational practices from the field of ethical and social responsible leadership by example.</li> <li>– Apply basic knowledge and skills from the area of ethical and social responsible leadership by example.</li> <li>– Reflect and critically evaluate various experiences from the area of ethical and social responsible leadership by example.</li> <li>– Be proactive and critically monitor and reflect current developments in the field of ethical and social responsible leadership by example.</li> <li>– In connection with other courses, know, understand, and reflect the complexity of professional and social tasks of employees in ethical and socially responsible activities.</li> <li>– Know and understand how ethics and socially responsible leadership by example fits in the wider social, cultural, and value-laden context and the reflection of these contexts develop an intellectually proactive relation to the world.</li> </ul>

<b>Metode poučevanja in učenja:</b>	<b>Learning and teaching methods:</b>
<ul style="list-style-type: none"> <li>– Predavanja z aktivno udeležbo študentov (razlaga snovi, pogovori, vprašanja, primeri, reševanje problemov).</li> <li>– Seminarske vaje - reševanje študij primera s področja vodenja in etičnega ravnanja.</li> <li>– Individualne in skupinske konzultacije.</li> <li>– Spodbujanje akcijskega pristopa v raziskovanju etičnega ravnanja v organizaciji.</li> </ul>	<ul style="list-style-type: none"> <li>– Lectures with active student participation (discussions, talks, questioning, cases, problem-solving).</li> <li>– Seminar exercises – solving case studies from the area of leadership and ethics.</li> <li>– Individual and group consultations.</li> <li>– Encouraging action approach in researching ethics in an organization.</li> </ul>

<b>Načini ocenjevanja:</b>	<b>Delež / Weight (%)</b>	<b>AssesSment:</b>
Način (pisni izpit, ustno izpraševanje, naloge, projekt)		Type (examination, oral, coursework, project)
– Pisni/ustni izpit	40%	– Written/ oral Exam
– Seminarska naloga: študija primera in predstavitev študije primera.	60%	– Seminar paper with reports from seminar work and seminar paper presentation

**Reference nosilca / Lecturer`s references:**

– AMBROŽ, Milan. Consulting leadership style in the global oriented enterprise. V: 22nd International Scientific Conference on Development of Organizational Sciences, Slovenia, Portorož, March, 26th-28th 2003. Management and organization development : collection of papers from 22nd International Scientific Conference on Development of Organizational Sciences, Slovenia, Portorož, March, 26th-28th 2003. Kranj: Modern Organization, 2003, str. 429-437. [COBISS.SI-ID 443102]

– VAVTAR, Bojan, AMBROŽ, Milan. Vpliv poslovne kulture na podjetniško etiko = The influence of business culture on business ethics. V: KALUŽA, Jindřich (ur.), KLJAJIĆ, Mirosljub (ur.), LESKOVAR, Robert (ur.), RAJKOVIČ, Vladislav (ur.), PAAPE, Björn (ur.), ŠIKULA, Milan (ur.). Sinergija metodologij : zbornik povzetkov referatov 24. mednarodne konference o razvoju organizacijskih znanosti, Slovenija, Portorož, 16.-18. marec 2005 : book of abstracts of the 24th International Conference on Organizational Science Development, Slovenia, Portorož, March 16th-18th, 2005. Kranj: Moderna organizacija, 2005, str. 133-134. [COBISS.SI-ID 4304147]

– AMBROŽ, Milan, LOTRIČ, Brane. Viharnost organizacije. Kranj: B & B, 2009. 226 str., fotogr. ISBN 978-961-91136-5-3. [COBISS.SI-ID 243752192]

– AMBROŽ, Milan, VELJKOVIĆ, Božidar. Fostering innovation system of a firm with resilient, adaptable and sustainable behaviour. V: KRSTIĆ, Bojan (ur.). Improving the competitiveness of the public and private sector by networking competences : [thematic collection of papers of international significance : Niš, 2011]. Niš: University of Niš, Faculty of Economics, 2011, str. 281-303. [COBISS.SI-ID 9978533]

– AMBROŽ, Milan. Security culture impact on security excellence in a company. Innovative issues and approaches in social sciences, 2012, vol. 5, no. 1, str. 70-87. <http://www.iiass.com/pdf/IIASS-Volume5-Number1-2012.pdf>. [COBISS.SI-ID 2048025602]