

UČNI NAČRT PREDMETA / COURSE SYLLABUS

<b>Predmet:</b>	Družbena odgovornost organizacij
<b>Course title:</b>	Social responsibility of organizations

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 Dodiplomski (prva)	Program nima smeri	2. / 3.	4. / 5.
Quality Management Undergraduate (first)	The program has no study fields	2 / 3	4 / 5

**Vrsta predmeta / Course type:** Izbirni | Elective

**Univerzitetna koda predmeta / University course code:** 011030-02

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	-	45	-	-	105	6

**Nosilec predmeta / Lecturer:** izr. prof. dr. Milan Ambrož | Milan Ambrož, PhD  
Associate Professor

Jeziki / Languages:	Predavanja / Lectures:	Vaje / Tutorial:
	Slovenski, angleški	Slovenski, angleški
	Slovenian, English	Slovenian, English

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

- Vpis v 2. letnik študija.
- Študent/študentka mora pred pristopom k izpitu pripraviti in zagovarjati empirično seminarsko nalogo.

**Prerequisites:**

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

**Vsebina:**

1. Družbena odgovornost organizacij.
2. Področja družbeno odgovornih aktivnosti organizacije.
3. Standardi in modeli za obvladovanje družbene odgovornosti.
4. Sistem obvladovanja družbene odgovornosti po zahtevah standarda ISO 26000.
5. Vzpostavitev sistema družbene odgovornosti v organizaciji.
6. Komuniciranje družbene odgovornosti.
7. Poslovanje sistema družbene odgovornosti v organizaciji
8. Presoja sistema družbene odgovornosti v organizaciji.
9. Certificiranje sistema družbene odgovornosti v organizaciji.

**Content (Syllabus outline):**

1. Social responsible organizations
2. Fields of social responsible activities of an organization.
3. Standards and models in the management of social responsibility.
4. Social responsibility management system according to ISO 26000 standards.
5. Implementing social responsible systems in organizations.
6. Communicating social responsibility.
7. Social responsibility quality manual in an organization.
8. Social responsibility system assessment in an organization.
9. Social responsibility system certification in an organization.

10. Integracija sistema družbene odgovornosti v organizaciji z drugimi sistemi vodenja.  
11. Primeri dobrih praks.

10. Integrating social responsibility systems in organizations and other systems of management.  
11. Examples of good practice.

### Temeljna literatura in viri / Readings

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

- Bichard, E., & Cooper, L. C. (2008). *Positively Responsible: How Business can Save the Planet*. Burlington, MA: Elsevier.
- Pribakovič-Borštnik, A., Zornik, B. M., & Žagar, T. (2004). *Odgovorno okoljsko delovanje: sistem ravnanja z okoljem*. Ljubljana: SIQ.
- Senge, P. (2008). *The Necessary Revolution: How Individuals and Organizations Are Working Together to Create a Sustainable World*. London, Boston: Nicholas Brealey Publishing.
- Hawkins, D. E. (2006). *Corporate social responsibility: balancing tomorrow's sustainability and today's profitability*. New York: Palgrave Macmillan.
- Habisch, A., Jonker, J., Wegner, M., & Schmidpeter, R. (2005). *Corporate Social Responsibility across the Europe*. Heidelberg: Springer.
- Kotler, P., & Lee, N. (2005). *Corporate social responsibility: doing the most good for your company and your cause*. Hoboken, NJ: Wiley.
- Standardi: ISO 26000, SA 8000.

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

#### Cilji in kompetence:

- Uporaba in razvoj metod in tehnik za uspešno in učinkovito obvladovanje procesov ter nenehno izboljševanje kakovosti dela, proizvodov in storitev.
- Zmožnost vzpostavljanja in vzdrževanja kooperativnih odnosov za delo v skupini in z drugimi zainteresiranimi ter zmožnost ustvarjalnega dialoga.
- Razvoj kritične in samokritične presoje.
- Poznavanje pomena kakovosti in prizadevanje za kakovost strokovnega dela skozi avtonomnost, (samo)kritičnost, (samo)refleksivnost in (samo)evalviranje v strokovnem delu.
- Etična refleksija in zavezanost profesionalni etiki v družbenem okolju.
- Usposobljenost za obvladovanje organizacijskih sprememb v organizaciji kot odziv na spremembe v okolju.
- Občutljivost za ljudi, usmerjanje razmerij med njimi ter razvoj komunikacijskih sposobnosti in spretnosti v domačem in mednarodnem okolju.
- Zmožnost vzpostavljanja in vzdrževanja partnerskih odnosov z vsemi zainteresiranimi (odjemalci, zaposleni, lastniki, družbeno okolje).
- Sposobnost interdisciplinarnega povezovanja znanj različnih predmetov.
- Internalizacija gradnikov sodobne organizacijske teorije, temelječe na organizaciji kot ciljno usmerjenih razmerij med ljudmi.
- Sposobnost prepoznavanja, obvladovanje in

#### Objectives and competences:

- Use and develop methods and techniques for efficient and effective process management and continuous improvement of quality of work, products, and services.
- The ability to establish and maintain cooperative relations for teamwork and with other interested individuals as well as the ability for creative dialogues.
- The development of critical and self-critical assessment.
- Knowing the importance of quality and enhancing the quality of professional work through autonomy (self-) critical, (self-) reflexivity and (self-) evaluation.
- Ethical reflection and commitment to professional ethics in a social environment.
- The ability to manage organizational change within an organization in response to changes in the environment.
- Sensitivity to individuals, directing relationships among them, and the development of communication skills and skills in domestic and international environments.
- Ability to establish and maintain partnerships with all stakeholders (consumers, employees, owners, social environment).
- The ability to connect interdisciplinary knowledge from various subjects.
- Internalisation of building blocks within contemporary organization theory that is based on an organization as

<p>nenehnega izboljševanja procesov v organizaciji ter njihove povezave v celovit sistem procesov.</p> <ul style="list-style-type: none"> <li>– Obvladovanje ključnih praktičnih pristopov na področju ravnanja z ljudmi v smislu sproščanja njihovih ustvarjalnih potencialov.</li> <li>– Sposobnost prepoznavanja in obvladovanja ključnih vidikov ekonomske organizacije</li> <li>– Obvladovanje temeljnih znanj in praktičnih pristopov, potrebnih za učinkovito in uspešno obvladovanje sistema vodenja organizacije s poudarkom na vodenju z zgledom, poslovnem komuniciranju, obvladovanju projektov, informatizaciji procesov in sistemskem razmišljanju</li> </ul>	<p>a target-oriented relationship among individuals and people.</p> <ul style="list-style-type: none"> <li>– Ability to identify, control, and the continuous improvement of processes in an organization and its links to a comprehensive system of processes.</li> <li>– Applying basic knowledge and practical approaches to achieve effective and efficient management of an organization with an emphasis on leadership by example, business communication, management of projects, informatisation of processes and systematic thinking.</li> </ul>
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**Predvideni študijski rezultati:**

**Intended learning outcomes:**

<p>Študent/študentka:</p> <ul style="list-style-type: none"> <li>– Pozna in razume pomen in večplastnost procesnega pristopa pri obvladovanju družbeno odgovornega poslovanja.</li> <li>– Pozna in razume vlogo in pomen družbeno odgovornega poslovanja v poslovnih odnosih.</li> <li>– Razume interakcijsko delovanje dejavnikov, ki vplivajo na uspešnost in učinkovitost družbeno odgovornega poslovanja.</li> <li>– Pozna in uporablja sodobne pristope, modele in orodja za doseganje in nenehno izboljševanje družbeno odgovornega poslovanja.</li> <li>– Uporablja osnovno znanje in veščine s področja družbeno odgovornega poslovanja.</li> <li>– Reflektira in kritično ovrednoti različne izkušnje s področja družbeno odgovornega poslovanja.</li> <li>– Aktivno in kritično spremlja in reflektira aktualno dogajanje na področju družbeno odgovornega poslovanja.</li> <li>– V povezavi z drugimi predmeti pozna, razume in reflektira kompleksnost strokovnih in družbenih nalog zaposlenih pri obvladovanju družbeno odgovornega poslovanja.</li> <li>– Pozna in razume umeščenost družbeno odgovornega poslovanja v širše družbene, kulturne in vrednotne kontekste ter z refleksijo teh kontekstov oblikuje intelektualno aktiven odnos do sveta.</li> </ul>	<p>The student will:</p> <ul style="list-style-type: none"> <li>– Know and understand the multi-layered process approach in managing social responsible businesses.</li> <li>– Know and understand the role and meaning of social responsible management in business relations.</li> <li>– Understand the interaction among factors that influence the success and effectiveness of social responsible management.</li> <li>– Know and use contemporary approaches, models, and tools in achieving continuous improvement for social responsible management.</li> <li>– Use basic knowledge and skills from the area of social responsible management.</li> <li>– Reflect and critically evaluate various experiences from the area of social responsible management.</li> <li>– Actively and critically monitor and reflect on current events from the field of social responsible management.</li> <li>– In connection with other courses, know, understand, and reflect complex professional and social tasks of employees in the management of social responsibility.</li> <li>– Know and understand how social responsible management fits with society in large, within the context of culture and value as well as reflect from these contexts to form an intellectually active relationship to the world.</li> </ul>
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**Metode poučevanja in učenja:**

**Learning and teaching methods:**

<ul style="list-style-type: none"> <li>– Predavanja z aktivno udeležbo študentov (razlaga snovi, pogovori, vprašanja, primeri, reševanje problemov).</li> <li>– Seminarske vaje v povezavi s prakso (refleksija izkušenj, projektno delo, timsko delo, metode kritičnega mišljenja, pogovori, sporočanje povratne informacije, socialne igre, ekskurzija).</li> <li>– Individualne in skupinske konzultacije (pogovori, dodatna razlaga, obravnava specifičnih vprašanj).</li> <li>– Animacija samostojnega študija in raziskovanja</li> </ul>	<ul style="list-style-type: none"> <li>– Lectures with active student participation (discussions, talks, questioning, cases, problem-solving).</li> <li>– Seminar papers in connection to practice (reflections from experience, project work, teamwork, methods of critical thinking, talks, providing feedback, social games, excursions).</li> <li>– Individual and group consultations (discussions, additional explanations, discussing specific questions).</li> <li>– Facilitating independent study and research (motivating, directing, self-examination, self-regulation,</li> </ul>
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(motiviranje, usmerjanje, samoopazovanje, samouravnavanje, refleksija, samoocenjevanje).	reflection, and self-assessment).
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<b>Načini ocenjevanja:</b>	<b>Delež / Weight (%)</b>	<b>Assesment:</b>
Način (pisni izpit, ustno izpraševanje, naloge, projekt)		<i>Type (examination, oral, coursework, project)</i>
– Pisni/ustni izpit	60%	– Written / Oral Exam
– Empirična seminarska naloga s poročili seminarskega dela ter predstavitev naloge	40%	– Empirical seminar paper with reports from seminar work and seminar paper presentation

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

<ul style="list-style-type: none"> <li>– 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]</li> <li>– VAVTAR, Bojan, AMBROŽ, Milan. Vpliv poslovne kulture na podjetniško etiko = The influence of business culture on business ethics. V: KALUŽA, Jindřich (ur.), KLJAJIČ, 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]</li> <li>– AMBROŽ, Milan, LOTRIČ, Brane. Viharnost organizacije. Kranj: B &amp; B, 2009. 226 str., fotogr. ISBN 978-961-91136-5-3. [COBISS.SI-ID 243752192]</li> <li>– AMBROŽ, Milan, VELJKOVIČ, Božidar. Fostering innovation system of a firm with resilient, adaptable and sustainable behaviour. V: KRSTIČ, 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]</li> <li>– 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. <a href="http://www.iias.com/pdf/IASS-Volume5-Number1-2012.pdf">http://www.iias.com/pdf/IASS-Volume5-Number1-2012.pdf</a>. [COBISS.SI-ID 2048025602]</li> </ul>
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