

UČNI NAČRT PREDMETA / COURSE SYLLABUS

Predmet:	Inovacijski menedžment
Course title:	Innovation Management

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: 011032-02

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: mag. Franc Brcar | Franc Brcar, MSc

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. Kompleksnost procesa stalnega učenja, inoviranja in izboljševanja
2. Ključni dejavnik za udejanjanje načela stalnega učenja, inoviranja in izboljševanja.
3. Kultura nenehnega napredka.
4. Organizacijski razvoj.
5. Ustvarjalnost kot vzvod za izboljšanje poslovne uspešnosti.
6. Strukturiranje in usmerjanje stalnega učenja, inoviranja in izboljševanja v organizaciji.
7. Menedžment inovativnosti.
8. Uspešno uveljavljanje novosti v praksi.
9. Osnovne značilnosti inoviranja proizvodnih procesov.
10. Inovacijski podporni sistem v Sloveniji.
11. Sodobni pristopi, modeli in orodja stalnega učenja, inoviranja in izboljševanja.
12. Primeri dobrih praks.

Content (Syllabus outline):

1. The complexity of the process of continuous learning, innovation, and improvement.
2. Key factors for the implementation of continuous learning, innovation, and improvement.
3. Culture of continuous improvement.
4. Organizational development.
5. Creativity as a lever for business performance improvement.
6. Structuring and directing continuous learning, innovation, and improvement in the organization.
7. Management of innovation.
8. Successful introduction of innovation in practice.
9. Basic characteristics of innovating production processes.
10. Innovation support system in Slovenia.
11. Contemporary approaches, models, and tools for continuous learning, innovation, and improvement.
12. Examples of good practice.

13. Vidik menedžmenta inovativnosti v modelih, standardih in metodah celovite kakovosti in poslovne odličnosti.

13. Aspects of innovation management in models, standards, and methods of total quality management and business excellence.

Temeljna literatura in viri / Readings

Obvezna literature / Required reading(s):

– Markič, M. (2004). *Inoviranje procesov: pogoj za odličnost poslovanja*. Koper: Fakulteta za management.

Dodatna – dopolnilna / Recommended reading(s):

- Tidd, J., & Bessant, J. (2009). *Managing Innovation* (4. izd.). Chichester, Sussex, Anglija: John Wiley & Sons.
- Bryan, L. L., & Joyce, C. I. (2007). *Mobilizing minds: creativity wealth from talent in the 21st-century organization*. New York: McGraw-Hill.
- Clark, P. (2002). *Organizational Innovations*. London: Sage Publications.
- Gabrijelčič, J. (1995). *Od kakovosti k odličnosti: po poti organizacijskega razvoja*. Novo mesto: Dolenjska založba.
- Henry, J., & Walker, D. (1991). *Managing innovation*. London: Sage Publications.
- Likar, B. (2001). *Inoviranje*. Koper: Fakulteta za management.
- Mulej, M., Espejo, R., Jackson, M. C., Kajzer, S., Mingers, J., Mlakar, P., ... Vallee, R. (2000). *Dialektična in druge mehkosistemske teorije: podlaga za celovitost in uspeh managementa*. Maribor: Ekonomsko-poslovna fakulteta.
- Mulej, M., & Ženko, Z. (2004). *Dialektična teorija sistemov in invencijsko-inovacijski management*. Maribor: Ekonomsko-poslovna fakulteta.
- Vuk, D. (1999). *Inovacijski procesi*. Kranj: Moderna organizacija.

Cilji in kompetence:

- Poznavanje in razumevanje procesov, procesno zasnovane organizacije ter sposobnost obvladovanja nenehnega izboljševanja.
- Zmožnost vzpostavljanja in vzdrževanja kooperativnih odnosov za delo v skupini in z drugimi zainteresiranimi ter zmožnost ustvarjalnega dialoga.
- 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.
- Sposobnost interdisciplinarnega povezovanja znanj različnih predmetov.
- Internalizacija gradnikov sodobne organizacijske teorije, temelječe na organizaciji kot ciljno usmerjenih razmerij med ljudmi.
- Sposobnost razumevanja in uporabe sodobnih teorij organizacije v praktičnem okolju.
- Poznavanje in razumevanje filozofije, pristopov, modelov, orodij in standardov celovite kakovosti in poslovne odločnosti ter usposobljenost za njihovo uporabo v praksi.
- Obvladovanje ključnih praktičnih pristopov na področju ravnanja z ljudmi v smislu sproščanja njihovih ustvarjalnih potencialov.
- Obvladovanje temeljnih znanj in praktičnih pristopov, potrebnih za učinkovito in uspešno obvladovanje

Objectives and competences:

- Comprehending and understanding processes, process-based organizations and the ability to manage continuous improvements.
- The ability to establish and maintain cooperative relations for teamwork and with other interested individuals as well as the ability for creative dialogues.
- 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.
- The ability to connect interdisciplinary knowledge from various subjects.
- Internalisation of building blocks within contemporary organization theory that is based on an organization as a target-oriented relationship among individuals and people.
- Ability to understand and apply contemporary organization theories in a practical environment.
- Knowledge and understanding of the philosophy, approaches, models, tools, and standards of total quality and business excellence as well as competence in their applicable use in practice.
- Managing key practical approaches in the area of human resource management in terms of releasing their creative potential.
- Applying basic knowledge and practical approaches to

<p>sistema vodenja organizacije s poudarkom na vodenju z zgledom, poslovnem komuniciranju, informatizaciji procesov in sistemskem razmišljanju.</p> <ul style="list-style-type: none"> – Usposobljenost za obvladovanje in nenehno izboljševanje dela v proizvodnih oziroma storitvenih organizacijah. 	<p>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.</p> <ul style="list-style-type: none"> – Training for managing and continuously improving work in production and service organizations
-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

Predvideni študijski rezultati:	Intended learning outcomes:
<p>Študent/študentka:</p> <ul style="list-style-type: none"> – Pozna in razume pomen in večplastnost procesnega pristopa pri obvladovanju učenja, inoviranja in izboljševanja. – Pozna in razume vlogo in pomen učenja, inoviranja in izboljševanja v poslovnih odnosih. – Razume interakcijsko delovanje dejavnikov, ki vplivajo na uspešnost in učinkovitost obvladovanja učenja, inoviranja in izboljševanja. – Pozna in uporablja sodobne pristope, modele in orodja za doseganje in nenehno izboljševanje učenja, inoviranja in izboljševanja. – Uporablja osnovna znanja in veščine s področja inovacijskega menedžmenta. – Reflektira in kritično ovrednoti različne izkušnje iz področja inovacijskega menedžmenta. – Proaktivno in kritično spremlja in reflektira aktualno dogajanje na področju učenja, inoviranja in izboljševanja ter s tem tudi inovacijskega menedžmenta. – V povezavi z drugimi predmeti pozna, razume in reflektira kompleksnost strokovnih in družbenih nalog zaposlenih pri obvladovanju učenja, inoviranja in izboljševanja. – Pozna in razume umeščenost menedžmenta inovacij v širše družbene, kulturne in vrednotne kontekste ter z refleksijo teh kontekstov oblikuje intelektualno proaktiven odnos do sveta. 	<p>The student will:</p> <ul style="list-style-type: none"> – Know and understand the multi-layered process approach in the management of learning, innovation, and improvement. – Know and understand the role of learning, innovation and improvement in business relations. – Understand the interaction among factors that influence the success and effectiveness in the management of learning, innovation, and improvement. – Knows and uses contemporary approaches, models, and tools in achieving continuous improvement in learning, innovation, and improvement. – Use basic knowledge and skills from the field of innovation management. – Reflect and critically evaluate various experiences from the field of innovation management. – Proactively and critically monitor and reflect on current developments in the field of learning, innovation, improvement and as such through innovation management. – In connection with other courses, know, understand and reflect on the complexity of professional and social tasks of employees in the management of learning, innovation, and improvement. – Know and understand how innovation management fits with society in large, within the context of culture and value-laden as well as reflect from these contexts to form an intellectually active relationship to the world.

Metode poučevanja in učenja:	Learning and teaching methods:
<ul style="list-style-type: none"> – <i>Predavanja</i> z aktivno udeležbo študentov (razlaga, razprava, vprašanja, primeri, reševanje problemov). – Seminarske vaje v povezavi s prakso (refleksija izkušenj, projektno delo, timsko delo, metode kritičnega mišljenja, pogovori, sporočanje povratne informacije, socialne igre, ekskurzija). – Individualne in skupinske konzultacije (pogovori, dodatna razlaga, obravnava specifičnih vprašanj). – Animacija samostojnega študija in raziskovanja (motiviranje, usmerjanje, samoopazovanje, samouravnavanje, refleksija, samoocenjevanje). 	<ul style="list-style-type: none"> – Lectures with active student participation (discussions, talks, questioning, cases, problem-solving). – Seminar papers in connection to practice (reflections from experience, project work, teamwork, methods of critical thinking, talks, providing feedback, social games, excursions). – Individual and group consultations (discussions, additional explanations, discussing specific questions). – Facilitating independent study and research (motivating, directing, self-examination, self-regulation, reflection, and self-assessment).

Načini ocenjevanja:	Delež / Weight (%)	Assesment:
Način (pisni izpit, ustno izpraševanje, naloge, projekt)		Type (examination, oral, coursework, project)
– 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"> – <u>BRCAR, Franc</u>, LAH, Silvo. Dileme izvajanja procesa letnih razgovorov v gospodarskih družbah. <i>Organizacija (Kranj)</i>, 2010, let. 43, št. 4, str. A111-A118. [COBISS.SI-ID 20882999] – <u>BRCAR, Franc</u>, LAH, Silvo. Innovation management and an innovative ideas system. <i>Organizacija (Kranj)</i>, 2011, let. 44, št. 1, str. 3-10, doi: 10.2478/v10051-011-0001-1. [COBISS.SI-ID 21097783] – <u>BRCAR, Franc</u>. The perspective of business process outsourcing in Slovenian organizations. <i>Organizacija (Kranj)</i>, 2011, vol. 44, nr. 4, str. 145-150, doi: 10.2478/v10051-011-0015-8. [COBISS.SI-ID 21479479] – <u>BRCAR, Franc</u>. Izzivi zunanjega izvajanja informatike. <i>Uporab. inform. (Ljubl.)</i>, 2011, leto 19, št. 1, str. 15-23. [COBISS.SI-ID 21197623] – <u>BRCAR, Franc</u>, LAH, Silvo. Vloga in položaj službe za informatiko v novem tisočletju. <i>Uporab. inform. (Ljubl.)</i>, 2009, leto 17, št. 4, str. 232-239. [COBISS.SI-ID 20514871]
