

UČNI NAČRT PREDMETA / COURSE SYLLABUS

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|----------------------|-----------------------------|
| Predmet: | Osnove managementa |
| Course title: | Basics of Management |

| Študijski program in stopnja Study programme and level | Študijska smer Study field | Letnik Academic year | Semester Semester |
|---|---------------------------------------|---------------------------------|------------------------------|
| Pravo in management infrastrukture in nepremičnin -1. stopnja | | 1 | 1 |
| Law and Management of Infrastructure and Real Estate – 1st degree | | 1 | 1 |

Vrsta predmeta / Course type Obvezni/mandatory

Univerzitetna koda predmeta / University course code:

| Predavanja Lectures | Seminar Seminar | Vaje Tutorial | Lab. vaje Laboratory work | Teren. vaje Field work | Samost. delo Individ. work | ECTS |
|--------------------------------|----------------------------|--------------------------|--------------------------------------|-----------------------------------|---------------------------------------|-------------|
| 20 | 0 | 10 | 0 | 0 | 150 | 6 |

Nosilec predmeta / Lecturer: prof. dr. Dejan Jelovac/Prof. Dejan Jelovac, PhD

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| Jeziki / Languages: | Predavanja / Lectures: | Slovenski jezik/Slovenian |
| | Vaje / Tutorial: | |

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

Vpis v 1. letnik študija.

Vsaj 80% prisotnost na predavanjih;
100% prisotnost na vajah zaradi obvezne predstavitve seminarских nalog pred skupino.

Prerequisites:

Enrollment into 1st year.

At least 80% attendance at lectures and 100% at tutorials due to the mandatory presentation of seminar assignments in front of the group.

Vsebina:

- Opredelitev pojma upravljanje (management) in vodenje (leadership): podobnosti in razlike.
- Teoretični modeli organizacij.
- Oblikovanje in formiranje poslanstva, organizacijskih ciljev in vizije organizacije.
- Struktura in dinamika organizacije ter njen vpliv na razvoj organizacije.
- Pomen organizacijskih sprememb in njihov vpliv na inovacije.
- Organizacija in njeni deležniki.
- Zunanje in notranje okolje organizacije.
- PEST analiza organizacijskega okolja.
- Različni teoretični modeli in stili upravljanja z organizacijo.
- Različne vrste in oblike moči vodenja ter njen vpliv na organizacijske odnose.
- Manager i proces odločanja.
- Organizacijska kultura in njen vpliv na management.
- Osnove managerske etike in družbene odgovornosti podjetja.
- Upravljanje s spremembami in inovacijami.
- Strategija in planiranje.
- Upravljanje s človeškimi viri.
- Manager i motiviranje zaposlenih.
- Monitoring i kontrola.
- Globalizacija in konkurenčnost organizacije: upravljanje razlik.
- Temeljna znanja za samostojno raziskovalno in projektno delo pri predmetu management: osnove raziskovalnega pristopa in zapis strokovnega besedila.

Content (Syllabus outline):

- Definition of concepts of management and leadership: similarities and differences.
- Theoretical models of organizations.
- Design and formation of the mission, organizational goals and vision of the organization.
- Structure and dynamics of organization and its impact on the development of the organization.
- The importance of organizational changes and their impact on innovation.
- The organization and its stakeholders.
- External and internal environment of the organization.
- PEST analysis of the organizational environment.
- Different theoretical models and styles of management of an organization.
- Different types and forms of power of leadership and its impact on organizational relations.
- Manager and decision-making process.
- Organisational culture and its impact on management.
- Basics of managerial ethics and corporate social responsibility.
- Managing change and innovations.
- Strategy and planning.
- Managing human resources.
- Manager and motivating employees.
- Monitoring and controlling.
- Globalization and competitiveness of the organization: managing diversity.
- Basic knowledge for independent research and project work in the course management: basics of research approach and record of professional text.

Temeljna literatura in viri / Study Literature:

Obvezna: navedena in naložena v e-učilnici predmeta

1. Robbins, Stephen, Coulter, Mary (2018): *Management*, 14th Edition, New York: Pearson.
2. Mullins, Laurie (2016): *Management & Organisational Behaviour*, 11th Edition, New York: Pearson.
3. Jelovac, Dejan (2024): *Zapiski s predavanj*, Moodle EPF: gradiva za predmet.

Priporočena:

1. Možina, Stane [et al.] (2002): *Management: nova znanja za uspeh*, Radovljica: Didakta.
2. Witzel, Morgan (2005): *Management: The Basics*, London & New York: Routledge.
3. Deresky, Helen (2002): *International Management*, Harlow: Prentice Hall.
4. Mintzberg, Henry (2001): *Managing Exceptionally. Organizational Science*, Vol. 12, No. 6. pp. 759-771.
5. Jambreč, Peter. *Uvod v sociologijo*. 1. izd. Ljubljana: DZS, 1997.

Cilji in kompetence:**Učna enota prispeva k razvoju naslednjih splošnih kompetenc:**

- sposobnost inovativnosti, kreativnosti;
- sposobnost analize, sinteze in predvidevanja rešitev ter posledic;
- sposobnost uporabe pridobljenega znanja v praksi;
- sposobnost samostojnega dela;
- sposobnost teamskega dela;
- razvoj komunikacijskih sposobnosti in spretnosti s poudarkom na področju prava in managementa infrastrukture in nepremičnin;
- etična refleksija in zavezanost profesionalni etiki;
- sposobnost za kooperativnost in delo v teamu.

Učna enota prispeva k razvoju naslednjih predmetno-specifičnih kompetenc:

- sposobnost povezovanja znanja z različnih interdisciplinarnih področij;
- sposobnost umeščanja novih informacij in interpretacij v kontekst razvoja stroke na področju prava in managementa infrastrukture in nepremičnin;
- razvoj veščin in spretnosti v uporabi znanja na področju infrastrukture in nepremičnin;
- uporaba informacijsko komunikacijske tehnologije in sistemov;
- razumevanje koncepta nepremičnin v smislu povezave družboslovnih, humanističnih in tehničnih ved;

Objectives and competences:**Learning Unit contribute to the development of following general competences:**

- Ability for innovation, creativity;
- Ability for analysis, synthesis, and prediction of solutions and consequences;
- Ability to apply acquired knowledge in practice;
- Ability for independent work;
- Ability for teamwork;
- Development of communication abilities and skills with an emphasis on the field of law and infrastructure and real estate management;
- Ethical reflection and commitment to professional ethics;
- Ability for cooperativeness and teamwork.

Learning Unit contribute to the development of following subject-specific competences.

- ability to integrate knowledge from different interdisciplinary fields;
- ability to place new information and interpretations in the context of the development of the profession in the field of law and infrastructure and real estate management;
- development of skills in the use of knowledge in the field of infrastructure and real estate;
- use of information and communication technology and systems;
- understanding the concept of real estate in terms of the connection of social sciences, humanities and technical sciences;

- sposobnost uporabe tehnik in metod projektnega managementa na praktičnem primeru;
- sposobnost uporabe ekonomskih orodij za poslovne odločitve;
- sposobnost uporabe interdisciplinarnih znanj v nepredvidljivih nepremičninskih in poslovnih situacijah;
- sposobnost kritične izbire principov za reševanje konkretnih problemov znotraj nepremičninskega okolja;
- pridobivanje znanj in sposobnost uporabe pravne teorije in drugih interdisciplinarnih znanj v konkretnih situacijah odločanja, v katerih se pogosto znajdejo nepremičninski managerji;
- sposobnost povezovanja različnih strokovnih disciplin, s ciljem uresničevanja pravnih in managerskih nepremičninskih ciljev.

- ability to use project management techniques and methods on a practical example;
- ability to use economic tools for business decisions;
- ability to use interdisciplinary knowledge in unpredictable real estate and business situations;
- ability to critically choose principles for solving concrete problems within the real estate environment;
- acquisition of knowledge and ability to apply legal theory and other interdisciplinary knowledge in concrete decision-making situations in which real estate managers often find themselves;
- ability to connect different professional disciplines, with the aim of achieving legal and managerial real estate goals.

Predvideni študijski rezultati:

Znanje in razumevanje

Študent/študentka:

- Osvoji splošne pojme o organizacijskih teorijah, organizaciji, organizacijskih ciljih in viziji.
- Spozna pomen snovanja politike organizacije.
- Razume bistvo in pomen PEST analize okolja.
- Poveže vpliv okolja in inovativnost v organizaciji.
- Usvoji splošne pojme o upravljanju vs. vodenju.
- Spozna splošne pojme o različnih vrstah vodenja organizacije.
- Opredeli pomen konkurenčnosti organizacije v globalnem poslovnem svetu.
- Pridobi temeljna znanja za samostojen in avtonomen pristopi z znanstvenega, projektnega in raziskovalnega delu pri predmetu osnove managementa.

Intended learning outcomes:

Knowledge and understanding:

Student:

- Gain the general concepts of organizational theory, organization, organizational goals and vision.
- Recognize the importance of designing organization's policy.
- Understands the essence and importance of PEST environment's analysis.
- Connects environmental impact and innovation in the organization.
- Learn the general concepts of management vs. Leadership in the organisation.
- Learn about the general concepts on different types of leadership.
- Identify the importance of the competitiveness of the organization in the global business world.
- Acquire basic knowledge for independent and autonomous approaches to scientific, project and

research work on the subject-matter of management.

Metode poučevanja in učenja:

Oblike dela:

- Frontalna oblika poučevanja
- Samostojno delo študentov
- e-učenje

Metode (načini) dela:

- Razlaga
- Razgovor/ diskusija/debata
- Proučevanje primera

Learning and teaching methods:

Types of learning/teaching:

- Frontal teaching
- Independent students work
- e-learning

Teaching methods:

- Explanation
- Conversation/discussion/debate
- Case studies

| Načini ocenjevanja: | Delež (v %) / Weight (in %) | Assessment: |
|---|--------------------------------|--|
| Način (pisni izpit, ustno izpraševanje, naloge, projekt) | | Type (examination, oral, coursework, project): |
| Pisni izpit | 70 | Written examination |
| Izdelava seminarske (raziskovalne) naloge in javni zagovor pred skupino | 30 | Seminar paper. |

Reference nosilca / Lecturer's references:

Dr. Dejan Jelovac je redni profesor za organizacijske vede in poslovno etiko na Novi univerzi - Evropski pravni fakulteti, Nova Gorica, Slovenija. Svojo akademsko kariero je začel leta 1968 na Filozofski fakulteti Univerze v Beogradu, glavnem mestu nekdanje Jugoslavije, kot študent in aktivni udeleženelec študentske revolucije. Priluzil si je B.A. leta 1972, magistriral leta 1976 iz filozofije in doktoriral. politologije leta 1988. V svoji pol stoletja dolgi akademski karieri je poučeval na številnih univerzah in samostojnih fakultetah. Objavil je šest knjig in številne znanstvene članke s področja managementa, praktične filozofije, organizacijskih ved, poslovne etike in podjetništva. Njegove bogate vodstvene in vodstvene izkušnje v medijskem in nevladnem sektorju vključujejo funkcijo predsednika Sveta RS za radiodifuzijo (2006-2017), direktorja Javnega zavoda Radio Študent (1996-2006), člana uprave časopisa Delo in direktor Inštituta za razvojne in strateške analize.

Dr. Dejan Jelovac is a Full Professor of organisational sciences and business ethics at the New University - European Faculty of Law, Nova Gorica, Slovenia. He began his academic career in 1968 at the Faculty of Philosophy, University of Belgrade, the capital of the former Yugoslavia, as a student and active participant in the Student Revolution. He earned his B.A. in 1972, M.A. in 1976 in philosophy, and a Ph.D. in political sciences in 1988. Over his half-century-long academic career, he has taught at numerous universities in independent faculties. He has published six books and numerous scientific articles in the areas of management, practical philosophy, organizational

sciences, business ethics, and entrepreneurship. His extensive management and leadership experience in the media and NGO sectors includes serving as Chairman of the Broadcasting Council of the Republic of Slovenia (2006-2017), CEO of the Radio Student Public Institute (1996-2006), a board member at the newspaper "Delo," and CEO of the Institute for Developmental and Strategic Analyses.

JELOVAC, Dejan, ŠULEIĆ, Aleksandar. Integrity in Management of Public and Private Sector Organisations : case of Serbia. *Public integrity*. 06 Jun 2024, str. 1-25, ilustr. ISSN 1099-9922. DOI: 10.1080/10999922.2024.2356684. [COBISS.SI-ID 198969603], [SNIP, WoS, Scopus], kategorija: 1A2 (Z, A', A1/2); uvrstitev: Scopus (d), Scopus (h), MBP (ESCI, PAIS, WPSA)

LABUS, Pero, JELOVAC, Dejan. Korisničko prihvaćanje digitalizacije hotelskih restorana : primjena modela proširenog prihvaćanja tehnologije = Customer acceptance of digitalisation of hotel restaurants : applying an extended technology acceptance model. *Acta turistica*. 2022, vol. 34, no. 1, str. 51-82, kategorija: 1A3 (Z, A', A1/2); uvrstitev: Scopus (d), MBP (CAB, ECONLIT, ESCI).

JELOVAC, Dejan, LJUBOJEVIĆ, Čedomir, LJUBOJEVIĆ, Ljubomir. HPC in business : the impact of corporate digital responsibility on building digital trust and responsible corporate digital governance. *Digital policy, regulation and governance*. 2022, vol. 24, iss. 6, str. 485-497, kategorija: 1A2 (Z, A', A1/2); uvrstitev: Scopus (d), Scopus, MBP (ECONLIT, ESCI, INSPEC, METADEX, PAIS).

AMBROŽ, Maja, SUKLAN, Jana, JELOVAC, Dejan. Values and virtues as correlates of quality and stability of romantic relationships and marriage in a post-socialist transitional society. *Social sciences*. 2021, vol. 10, iss. 8, str. 1-14, kategorija: 1A2 (Z, A', A1/2); uvrstitev: Scopus (d), MBP (DOAJ, ERIHPLUS, ESCI, PUBMED).

ROJKO, Katarina, ERMAN, Nuša, JELOVAC, Dejan. Impacts of the transformation to industry 4.0 in the manufacturing sector : the case of the U.S. *Organizacija : revija za management, informatiko in kadre*. [Tiskana izd.]. Nov. 2020, vol. 53, no. 4, str. 287-305, kategorija: 1A1 (Z, A'', A', A1/2); uvrstitev: Scopus (d), MBP (DOAJ, ERIHPLUS, ESCI, IBZ, INSPEC, SA, WPSA).

JELOVAC, Dejan, ORLIĆ, Ranko, SUKLAN, Jana, SRŠEN, Cvetko. Organisational culture measurement: an empirical study of local and regional similarities and differences in case of Post of Slovenia ltd. *Innovative issues and approaches in social sciences*, ISSN 1855-0541, 2016, vol. 9, no. 2, str. 8-34, graf. prikazi, tabele. <http://www.iass.com/pdf/IIASS-2016-no2-art1.pdf>.

GRUŠOVNIK, Rosana, JELOVAC, Dejan. The Impact of managerial multicultural competences on company's competitive advantage in global economy. *Innovative issues and approaches in social sciences*, ISSN 1855-0541, 2014, vol. 7, no. 3, str. 58-89. <http://www.iass.com/pdf/IIASS-2014-no3-art04.pdf>.

JELOVAC, Dejan. The impact of corporate social responsibility in the context of small and medium enterprise. *Innovative issues and approaches in social sciences*, ISSN 1855-0541, May 2012, vol. 5, no. 2, str. 21-35. <http://www.iass.com/pdf/IIASS-Volume5-Number2-2012.pdf>.

JELOVAC, Dejan, MAŠKE, Matjaž. An empirical study of transformational leadership in Slovenian entrepreneurship. *Innovative issues and approaches in social sciences*, ISSN 1855-0541, 2012, vol. 5, no. 3, str. 65-82. <http://www.iass.com/pdf/IIASS-Volume5-Number3-2012.pdf>.

JELOVAC, Dejan, WAL, Zeger van der, JELOVAC, Ana. Business and government ethics in the new and old EU : an empirical account of public-private value congruence in Slovenia and the Netherlands. *Journal of business ethics*. 2011, vol. 103, no. 1, str. 127-141, kategorija: 1A1 (Z, A", A', A1/2); uvrstitev: Scopus (d), SSCI, Scopus (h), MBP (CA, ERC, ERIHA, IBSS, IBZ, MEDLINE, PAIS, PHIN, PSYCINFO, PUBMED, SPORTDISCUS).

JELOVAC, Dejan, REK, Mateja (2010). *Komuniciranje v medkulturnem okolju*. Ljubljana: Vega.