

UČNI NAČRT PREDMETA / COURSE SYLLABUS

Predmet: Iskanje zaposlitve
Course title: Job Seeking

Študijski program in stopnja Study programme and level	Študijska smer Study field	Letnik Academic year	Semester Semester
Računalništvo in spletne tehnologije, visokošolski strokovni študijski program prve stopnje	-	Drugi ali tretji	Četrta ali šesta
Computer Science and Web Technologies, first cycle Professional Study Programme	-	Second or third	Fourth or sixth

Vrsta predmeta / Course type

Izbirni / Elective

Univerzitetna koda predmeta / University course code:

2-RST-VS-IP-IZ-2020-05-14

Predavanja Lectures	Seminar Seminar	Vaje Tutorial	Klinične vaje work	Druge oblike študija	Samost. delo Individ. work	ECTS
30	-	45	-	-	105	6

Nosilec predmeta / Lecturer: prof. dr. Dejan Jelovac

Jeziki / Languages:

Predavanja / Lectures: Slovenski / Slovenian, Angleški / English

Vaje / Tutorial: Slovenski / Slovenian, Angleški / English

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

Vpis v 2. ali v 3. letnik študija.
Pred izpitom uspešno opravljena predstavitev terenskega dela.

Prerequisites:

Enrolment into the second or the third year of the study.
Successful presentation of fieldwork prior to exam.

Vsebina:

- Kultura upravljanja s človeškimi viri: strategije in načini pridobivanja kadrov.
- Organizacijski in zaposlitveni vidiki (potencialnih) zaposlovalcev mladih iskalcev/iskalk prve zaposlitve.
- Spremembe na (mladinskih) trgih dela v času globalne gospodarske krize.

Content (Syllabus outline):

- Culture of human resource management: recruitment strategies and techniques.
- Organisational and employment policy aspects of young first job seekers' (potential) employers.
- Influences of global economic crisis on changes in (youth) labour markets.

- Prehod diplomantov iz visokošolskega izobraževanja v (ustrezno) zaposlitev: trendi v EU državah.
- Pomen individualnih vložkov študentov v človeški in socialni kapital za kompetenten vstop na trg dela po diplomi.
- Vloga profesionalnih socialnih omrežij v procesu pridobivanja ustrezne zaposlitve za mlade diplomante/diplomantke.
- Izvedba individualnih in skupinskih praktikumov pod mentorstvom predavatelja oz. predavateljice, predstavitve rezultatov, izmenjava znanj in izkušenj, izdelava inovativnih strategij za pridobitev (ustrezne) zaposlitve.

- Transition of graduates from higher education to (proper) job: trends in EU countries.
- The importance of individual investments in human and social capital during the study in sake of graduates' competent entry to labour market.
- The role of professional social networks in process of graduates' (proper) job seeking.
- Individual and group practicum, guided by lecturer, presentation of results, exchange of knowledge and experiences, designing of inventive strategies for (proper) job searching.

Temeljni literatura in viri / Readings:

- Podmenik, D. (2013). *Kako do ustrezne zaposlitve? : diplomanti v času družbene krize*. Ljubljana: IRSA - Inštitut za razvojne in strateške analize.
- Marchington, M. & Wilkinson, A. (2016). *Human Resource Management at Work – People Management and Development*. London: CIPD.
- Armstrong, M. (2009). *Armstrong's Handbook of Human Resource Management Practice*. London: Kogan Page.
- Podmenik, D. (2011). Kako do dodatnih znanj, ko diplome ne zagotavljajo (več) ustrezne zaposlitve? - "rentabilnost" vlaganja v socialni kapital visoko izobraženih iskalcev zaposlitve. *Andragoška spoznanja*, 17(1), str. 12–23.
- Allen, J., Pavlin, S. & van der Velden, R. (ur.) (2011). *Competencies and Early Labour Market Careers of Higher Education Graduates in Europe*. Ljubljana: University of Ljubljana, Faculty of Social Sciences.
- Podmenik, D., Černigoj Sadar, N. & Ivančič, A. (2006). *Evalvacija naložb v izobrazbeni kapital in mladinski trg dela* (končno poročilo raziskave CRP). Ljubljana: Institut Nove revije, Zavod za humanistiko.

Cilji in kompetence:

Učna enota prispeva k razvoju naslednjih splošnih in predmetno-specifičnih kompetenc:

Splošne kompetence:

- sposobnost fleksibilne uporabe znanja v praksi
- obvladanje raziskovalnih metod, postopkov in procesov
- razvoj kritične in samokritične presoje
- sposobnost pridobivanja, selekcije, ocenjevanja in umeščanja novih informacij in zmožnost interpretacije v ustreznem kontekstu

Objectives and competences:

The instructional unit contributes to the development of the following general and subject-specific competences:

General competences:

- ability to use the acquired knowledge in practice in a flexible manner
- mastering research methods, procedures and processes
- development of critical and self-critical judgement
- ability to find, select, evaluate and position the new information as well as

- razvoj veščin in spretnosti pri uporabi pridobljenega znanja s pomočjo reševanja empiričnih problemov

Predmetno-specifične kompetence:

- razumevanje ne-tehničnih aspektov socialnih omrežij na personalni, organizacijski, nacionalni in internacionalni ravni
- občutljivost za ljudi in socialno okolje
- razvoj komunikacijskih sposobnosti in spretnosti, posebej v kontekstu procesov zaposlovanja
- vzpostavljanje stikov s strokovnjaki in različnimi deležniki
- zmožnost kooperativnih odnosov za delo v skupini ter zmožnost strpnega dialoga
- zmožnost za prepoznavanje in izkoriščanje priložnosti, ki se ponujajo v delovnem in družbenem okolju (ki se izkazujejo kot podjetniški duh in aktivno državljanstvo)
- razumevanje teoretskih, analitičnih in empiričnih razlag aktualnih dogajanj v nacionalnem, evropskem in globalnem socialnem okolju (ekonomska kriza, prestrukturiranje trgov dela, preizobraženost, mladinska brezposelnost)

appropriate, context-aware interpretation

- development of skills and abilities by using the obtained knowledge for empirical problem solving

Subject-specific competences:

- understanding the non-technical aspects of social networks on inter-personal, organisational, national and international level
- sensitivity for other people and social environment
- communication abilities development, especially in the context of employment processes
- networking with professionals and various stakeholders
- ability for cooperative relationships in teamwork and ability of tolerant dialogue
- ability to recognise and use the employment opportunities in social environment (entrepreneurial spirit and active citizenship)
- basic understanding of theoretical, analytical and empirical interpretations of current events in national, EU and global social environment (economic crises, labour market re-structuring, over-education, youth unemployment)

Predvideni študijski rezultati:

Znanje in razumevanje:

Študent/študentka:

- pozna in razume temeljne pojme, informacije in podatke, ki so potrebni za oceno stanja na trgu delovne sile in kadrovske potrebe institucij-potencialnih zaposlovalk
- zna samo-razumeti in oceniti osebne potenciale pri vstopu na trg dela
- pozna in razume normative zahteve, vezane na zaposlovanje (mladih) in neformalne dejavnike na mladinskem trgu dela
- pozna in zna uporabljati formalne in neformalne oblike ter možnosti zaposlovanja
- kritično ovrednoti že pridobljene izkušnje z zaposlitvami in iskanjem dela

Intended learning outcomes:

Knowledge and understanding:

The student:

- knowing and understanding of basic concepts, information and data needed for evaluation of (youth) labour market situation, as well as the (potential) employers' demands and needs
- skill to self-evaluation of individual competencies, needed for labour market entry
- knowledge of (youth) employment legislature and informal actors on (youth) labour market
- »Know to how« formal and informal ways and opportunities to find a (proper) job

- izdelava osebne strategije za kompetentno nastopanje na trgu dela in pridobitev (ustrezne) zaposlitve

- critical evaluation of previous employment and job searching experiences
- creation of personal strategy for competitive labour market entry and proper job searching

Metode poučevanja in učenja:

- *predavanja* z aktivno udeležbo študentov (razlaga, diskusija, vprašanja, primeri, reševanje problemov)
- *vaje*, kjer bodo študentje pridobivali veščine, ki so potrebne za kompetentno nastopanje na mladinskem trgu dela
- *seminarsko delo*, ki bo študentom omogočilo, da: a) dobijo vpogled v organizacijsko in kadrovske kulture institucij kot potencialnih zaposlovalk; b) dobijo vpogled v njihovo kadrovanje z uporabo ustreznih raziskovalnih metod (polstrukturiran intervju, anketa, fokusna skupina) c) vzpostavijo kontakte z izbranimi institucijami, potencialnimi zaposlovalkami; d) pridobljene rezultate individualnega ali skupinskega terenskega dela predstavijo kolegom, s katerimi bodo izmenjali izkušnje z uporabo reflektivnih skupinskih metod

Learning and teaching methods:

- *lectures* with students' active participation (explanation, discussion, questions, problem solving)
- *tutorials* where students will gain the skills required for competent labour market entry
- *seminar practice* where students will be enabled to: a) gain insight into organisational culture and human resources management of (potential) employers, b) gain insight to their employment policies using research methods like semi-structured interview, survey, focus group, c) establish contacts with chosen institutions as potential employers and d) present to their colleagues the results of individual or group fieldwork with whom the experiences will be exchanged using reflexive group techniques

Delež (v %) /

Weight (in %) **Assessment:**

Načini ocenjevanja:

Način (pisni izpit, ustno izpraševanje, naloge, projekt):

- pisni izpit za preverjanje individualnega znanja in veščin, pridobljenih na predavanjih
- predstavitev rezultatov terenskega dela v okviru seminarja

50

50

Type (examination, oral, coursework, project):

- written exam assessing the individual knowledge and skills gained on lectures
- presentation of the fieldwork in the seminar practice

Reference nosilca / Lecturer's references:

- ROJKO, Katarina, JELOVAC, Dejan(2018) Human role in factories of the future. V: *Zbornik radova*. Prva međunarodna naučna konferencija o digitalnoj ekonomiji DIEC 2018, Visoka škola "Internacionalna poslovno-informaciona akademija" Tuzla, maj 2018. Tuzla: Off-set d.o.o., str. 165-178.
- JELOVAC, Dejan, ORLIĆ, Ranko, SUKLAN, Jana, SRŠEN Cvetko (2016) 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*. vol. 9, no. 2, str. 8-34.
- JELOVAC, DEJAN, RIHTARŠIČ, TANJA (2014) Social Entrepreneurship and Fair Trade. *Innovative Issues and Approaches in Social Sciences*, 7 (1), pp. 82-98.
- KRALJ, ANITA, JELOVAC, DEJAN, MATE, VASILIJ (2013) Organizational Values and Moral Virtues of Entrepreneur: An Empirical Study of Slovenian Entrepreneurs. *Innovative issues and approaches in social sciences*, 6 (2), pp. 109-138.
- BRGLEZ, ROBI, JELOVAC, DEJAN, MIKLAVC, JAN, JELEN, TOMAŽ in BESEDNJAK, ANEJA (2012) Empirična študija odnosa dijakov zaključnih letnikov srednjih šol na Goriškem do podjetništva. *Raziskave in razprave*, 5 (3), str. 3-50.
- JELOVAC, DEJAN, WAL, ZEGGER VAN DER, JELOVAC, ANA (2011) 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*, 103 (1), str. 127-141.
- VADNJAL, JAKA, JELOVAC, DEJAN in DAMJAN, JANEZ (2010) Vpliv šole in okolja na odnos odraslih srednješolcev do podjetništva. *Andragoška spoznanja*, 2010, 16 (1), str. 23-34.
- JELOVAC, DEJAN, ŽITNIK, JAN, VADNJAL, JAKA in DAMJAN, JANEZ (2010) Virtues of Entrepreneurs: Slovenian Youth Entrepreneurship Attitude Study. V: ANIŠIĆ, ZORAN (ur.) *Proceedings of the 3rd International Conference on Entrepreneurs, Innovation and Regional Development - ICEIRD 2010, May 27 - 29, 2010, Novi Sad, Serbia*. Novi Sad: Faculty of Technical Sciences, Department of Industrial Engineering and Management, str. 331-337.