

UČNI NAČRT PREDMETA / COURSE SYLLABUS

Predmet: Organizacijska psihologija
Course title: Organizational psychology

Študijski program in stopnja Study programme and level	Študijska smer Study field	Letnik Academic year	Semester Semester
Podatkovne znanosti, magistrski študijski program druge stopnje	-	Prvi	Drugi
The second cycle masters study programme Data Sciences	-	First	Second

Vrsta predmeta / Course type

Izbirni / Elective

Univerzitetna koda predmeta / University course code:

2-PZ-MAG-IP-OP-2020-06-30

Predavanja Lectures	Seminar Seminar	Vaje Tutorial	Klinične vaje work	Druge oblike študija	Samost. delo Individ. work	ECTS
30	-	30	-	-	100	5

Nosilec predmeta / Lecturer:

izr. prof. dr. Nevenka Podgornik, doc. dr. Jana Krivec

Jeziki / Languages:

Predavanja / Lectures: Slovenski, angleški / Slovene, English

Vaje / Tutorial: Slovenski, angleški / Slovene, English

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

Ni posebnih pogojev.

Prerequisites:

No special prerequisites.

Vsebina:

- Analiza delovnega procesa, organizacijske strukture in značilnosti ter stanja zaposlenih
- Motivacija na delovnem mestu
- Psihologija vodenja
- Medsebojna komunikacija
- Sprejemanje odločitev
- Oblikovanje in dodeljevanje delovnih nalog
- Učenje
- Upravljanje s časom
- Izdelava nagrajevalnih sistemov

Content (Syllabus outline):

- Analysis of work processes, organizational structure and features and working staff status
- Motivation in the workplace
- Psychology of the management
- Communication at the workplace
- Decision-making
- Design and the allocation of tasks
- Learning
- Time Management
- Establishment of the reward systems
- Comprehensive quality control
- Organizational culture and climate

<ul style="list-style-type: none"> • Celovita kontrola kvalitete • Organizacijska kultura in klima • Zadovoljstvo zaposlenih • Delovanje v skupini • Usklajevanje individualnih razlik v skupini • Procesi sprememb (teorije spreminjanja organizacije; organizacijsko učenje; načrtovanje organizacije; organizacijski razvoj) • Ustrezni delovni pogoji, zdravje in varnost pri delu • Spoprijemanje s stresom in učinkovito reševanje konfliktov • Čustvena inteligenca na delu • Mobbing • Pozitivna psihologija na delovnem mestu (Odkrivanje in promoviranje pozitivnih dejavnikov na delovnem mestu) • Odnos človek-stroj • Analiza dela in izbor kadrov 	<ul style="list-style-type: none"> • Employee satisfaction • Working in groups • Coordination of individual differences in a group • Processes of change (theory of the organization changing, organizational learning; organization planning, organizational development) • Appropriate working conditions, health and safety at work • Coping with stress and effectively resolving conflicts • Emotional Intelligence at work • Mobbing • Positive psychology in the workplace (Discovering and promoting positive factors in the workplace) • The man-machine relationship • Analysis of work and selection of personnel
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Temeljni literatura in viri / Readings:

Boštjančič, E.; Potočnik, A. in Šavrič, K. (ur.) (2015): Organizacijska psihologija danes in jutri. Znanstvena založba Filozofske fakultete v Ljubljani.

Levy, P.E. in Marando, K. (2010): Industrial/Organizational Psychology and Human Factors. York: Worth Publishers.

Levy, P.E. (2017): Industrial/Organizational Psychology: Understanding the Workplace (6. izd.). New York: Worth Publishers.

Dipboye, L. R.; Smith, S. C. in Howell, C. W. (1994): Understanding Industrial and Organizational Psychology. Forth Worth: Harcourt Brace International Edition.

Drenth, P. J. D.; Thierry, H. in de Wolff, C. J. (ur.) (1998). Handbook of Work and Organizational Psychology (Second Edition). Volume 4: Organizational Psychology. East Sussex: Psychology Press.

Cilji in kompetence:

Cilj je seznaniti študenta z osnovnimi teoretičnimi pojmi in praktičnimi aplikacijami pri obravnavanju človeka pri delu v okviru področja organizacijske psihologije.

Splošne kompetence:

- Poglobljeno razumevanje in kritično razmišljanje o omejitvah oz. kvaliteti podatkov in njihovi etični uporabi.
- Usposobljenost za skupinsko delo v vseh fazah analize podatkov; vloge v okviru tima in skupine;

Predmetno-specifične kompetence:

- Uporaba in kombiniranje znanj za različnih disciplinarnih področij;
- Razumevanje različnih teoretskih pristopov in njihova uporaba pri reševanju konkretnih problemov;
- Fleksibilnost in prilagodljivost, tj. sposobnost delovanja v večkulturnem okolju;
- Razumevanje odnosov med posamezniki in skupinami v različnih kulturnih okoljih;
- Organizacijske in vodstvene spretnosti za usmerjanje dela v večkulturnem okolju;
- Organizacijske in vodstvene spretnosti v organizacijah, ob razumevanju individualnih vrednot in skupinskih vrednotnih sistemov, z obvladovanjem profesionalno – etičnih vprašanj;
- Sposobnost za upravljanje s časom, za samopripravo in načrtovanje ter samokontrolo izvajanja načrtov.

Objectives and competences:

The goal is to acquaint the student with the basic theoretical concepts and practical applications in the treatment of a man at work in the field of organizational psychology.

General competences:

- In-depth understanding and critical thinking about limitations of data quality and their ethical usage.
- The ability for team work in all stages of data analysis.

Subject-specific competences:

- Applying and combining the knowledge from different disciplines;
- Understand the different theoretical approaches and apply them in solving concrete problems;
- Flexibility and adaptability, i.e. capability of operating in a multicultural environment;
- Understanding of relationships between individuals and groups in different cultural environments;
- Organizational and leadership skills for management in multi-cultural environment;
- Organizational and leadership skills in organizations, understanding the individual values and collective value systems, with the management of professional - ethical issues;
- The ability of time-management, self-preparedness and planning, self-control over the implementation of plans.

Predvideni študijski rezultati:

Znanje in razumevanje:

Sposobnost študenta/študentke bo:

- analize ter načina izkoriščanja dejavnikov, ki ugodno vplivajo na delovni učinek, zdravje, zadovoljstvo, osebnostno rast delavca in zmanjšanje delovanja škodljivih dejavnikov,
- identifikacije, usposabljanja in razvoja potreb delavca,
- načrtovanja in optimizacije dela in kakovosti delovnega življenja,
- oblikovanje in izvajanje programov usposabljanja in ocenjevanje njihove učinkovitosti, coaching zaposlenih,
- razvoja kriterijev za ocenjevanje uspešnosti delavcev in organizacij,
- ocenjevanja preferenc potrošnikov, zadovoljstva kupcev in tržnih strategij.

Intended learning outcomes:

Knowledge and understanding:

The ability of the student:

- The analysis and the exploitation of the factors which favorably affect the work performance, health, satisfaction, personal growth and reduce potentially harmful factors;
- Identification, training and development of the worker's needs;
- Work and quality of work life design and optimization;
- Formulation and implementation of the training programs and evaluation of their effectiveness; coaching employees;
- Development of the criteria to evaluate performance of individuals and organizations;
- Assessment of consumer preferences, customer satisfaction and market strategies.

Metode poučevanja in učenja:

- predavanja
- vaje
- seminarji

Learning and teaching methods:

- lectures
- tutorials
- seminars

Načini ocenjevanja:

Delež (v %) /

Weight (in %)

Assessment:

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

- Izdelava in zagovor projektne naloge
- Pisni izpit

50 %

50 %

Type:

- Seminar work with reports on experimental exercises and presentation of the work
- Written examination

Reference nosilca / Lecturer's references:

- KRIVEC, Jana, SUKLAN, Jana. Vpliv stigme na odnos do psihološke pomoči. Raziskave in razprave, ISSN 1855-4148, 2015, vol. 8, no. 3, str. 4-62.
- KRIVEC, Jana. Analytical review of mindfulness-based educational programs : a missing linkage between humans and a modern world. Research in social change, ISSN 2463-8226, May 2015, no. 7, iss. 2, str. 107-144.

- IOBAL, Azlan, GUID, Matej, COLTON, Simon, KRIVEC, Jana, AZMAN, Shazril, HAGHIGHI, Boshra. The digital synaptic neural substrate : a new approach to computational creativity, (Springer briefs in cognitive computation). [S. l.]: Springer, cop. 2016. XV, 119 str., ilustr. ISBN 978-3-319-28078-3. ISBN 978-3-319-28078-3. <http://www.springer.com/us/book/9783319280783#aboutBook>, doi: 10.1007/978-3-319-28079-0.
- KRIVEC, Jana, GUID, Matej. The influence of context on information processing. Cognitive processing, ISSN 1612-4782, 2020, str. 1-18.
- PODGORNIK, Nevenka. Psihologija dela in vzpostavljanje varnostne kulture v organizaciji. Raziskave in razprave, ISSN 1855-6280, 2012, vol. 5, no. 3, str. 51-70.
- KOVAČIČ, Andrej, PODGORNIK, Nevenka, PRISTOV, Zorica, RASPOR, Andrej. Mobbing in a non-profit organisation. Organizacija : revija za management, informatiko in kadre, ISSN 1318-5454. [Tiskana izd.], May 2017, vol. 50, no. 2, str. 178-187.
- BEZJAK, Milan, PODGORNIK, Nevenka. A signalman's stress at work. Innovative issues and approaches in social sciences, ISSN 1855-0541, Sep. 2018, vol. 11, no. 3, str. 28-44.
- KOVAČIČ, Andrej, PODGORNIK, Nevenka. The sociological view of a late-modern individual's identity. Innovative issues and approaches in social sciences, ISSN 1855-0541, May 2017, vol. 10, no. 2, str. 21-41.
- KOVAČIČ, Andrej, PODGORNIK, Nevenka. Sharing personal information on the internet empowers relationship marketing. V: MILEVA BOSHKOSKA, Biljana (ur.). Applications of ICT in social sciences. Frankfurt am Main: PL Academic Research. cop. 2015, str. [99]-111.