

UČNI NAČRT PREDMETA / COURSE SYLLABUS

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| Predmet: | Vodenje in upravljanje neprofitnih organizacij |
| Course title: | Leadership and Management of Non-for-profit Organisations |

| Študijski program in stopnja Study programme and level | Študijska smer Study field | Letnik Academic year | Semester Semester |
|---|-------------------------------|-------------------------|----------------------|
| Socialni menedžment, prva | Program nima smeri. | Drugi | Tretji |
| Social management, first | The programme has no field. | Second | Third |

Vrsta predmeta / Course type

Univerzitetna koda predmeta / University course code:

| Predavanja Lectures | Seminar Seminar | Vaje Tutorial | Klinične vaje work | Druge oblike študija | Samost. delo Individ. work | ECTS |
|------------------------|--------------------|------------------|-----------------------|-------------------------|----------------------------------|------|
| 30 | / | 45 | / | / | 135 | 7 |

Nosilec predmeta / Lecturer:

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|--------------------------------|-----------------------------------|-----------------------|
| Jeziki / Languages: | Predavanja / Lectures: | Slovensko / Slovenian |
| | Vaje / Tutorial: | Slovensko / Slovenian |

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

Vpis študenta v prvi letnik študija.

Prerequisites:

Enrolment into the first year of study.

Vsebina:

Content (Syllabus outline):

- Uvod v problemsko področje vodenja in upravljanja neprofitnih organizacij (VUNO)
- Neprofitne organizacije (NPO) kot dimenzija organiziranega inter-mediarne prostora civilne družbe
- Teorije o vlogi, vplivu in pomenu NPO v moderni družbi
- Trendi v razvoju NPO v zadnjem desetletju
- Slovenske NPO v mednarodni primerjalni perspektivi
- Ustanovitev neprofitne organizacije in njen pravni status
- Temeljni principi vodenja in procesi upravljanja NPO: definiranje poslanstva organizacije, transformacija poslanstva v vizijo in vloga eksekutivnega vodstva, etika vodenja in upravljanja NPO, strateško in akcijsko planiranje v NPO, marketing v NPO, evalvacija programov in razvijanje novih programov delovanja NPO, oblikovanje in upravljanje programov za pridobivanje sredstev, krizni menedžment v NPO, menedžment človeških virov v NPO, ekonomski vidiki managementa neprofitnih organizacij, financiranje neprofitnih organizacij, odnosi z javnostmi, lobiranje neprofitnih organizacij
- NPO kot učeča se organizacija
- Zaključna opombe: možnosti za nadaljnji razvoj neprofitnega sektorja v sodobnem svetu in Sloveniji

- Introduction into the field of leadership and management of non-for-profit organisations (LMNO)
- NPO as a dimension of organised/intermediate place of a civil society
- Theories on the role, impact and the importance of NPO in modern society
- The Slovenian NPOs in the international comparative perspective
- Trends in the development of the NPO in the last decade
- Foundation of the non-profit organization and its legal status.
- The basic principles of leading and the processes of managing the NPO: the definition of the organization's mission, the transformation of the mission into vision and the role of executive management, the ethics of leading and managing the NPO, the strategic and action planning in the NPO, marketing in the NPO, evaluation of the programs and development of new NPO work programs, formation and managing of programs for acquiring financial funds, crisis management in the NPO, management of human resources in the NPO, economic aspects of the management of NPO, funding of non-profit organizations, public relations, lobbying by non-profit organizations
- NPO as a learning organization
- Concluding remarks: perspectives for the further development of the non-profit-sector in modern world and Slovenia

Temeljni literatura in viri / Readings:

Worth, J. Michael (2013): *Nonprofit Management: Principles and Practise*. London: SAGE Publications.

Drucker, Peter (2006): *Managing the Non-profit Organization*. New York, HarperCollins Publishers Inc.

Jelovac, Dejan (ur.) (2002): *Jadranje po nemirnih vodah menedžmenta nevladnih organizacij*. Ljubljana: Radio Študent: Študentska organizacija Univerze & Koper: Visoka šola za management.

Trunk, Širca N., Tavčar, M. I. (1998). *Management nepridobitnih organizacij*. Koper: Visoka šola za management.

Cilji in kompetence:

- seznanitev s temeljnimi razlikami vodenja in upravljanja med profitnimi in neprofitnimi organizacijami;
- vrste neprofitnih organizacij: zavode, javne zavode, javna podjetja itd.;
- spoznati temeljne svetovne trende v razvoju neprofitnih organizacij v zadnjih desetletjih;
- spoznati posebnosti upravljanja javnega sektorja in vlogo države v tem sektorju;
- seznanitev s posebnosti uspešnega vodenja neprofitnih organizacij.

Objectives and competences:

- acquaintance with fundamental differences in governance and management between profit and non-profit organizations;
- types of non-profit organizations: institutions, public institutions, public companies, etc.;
- understanding fundamental global trends in the development of non-profit organizations in recent decades;
- recognition of specificities of public sector management and the role of the state in this sector;
- acquaintance with the peculiarities of successful management of non-profit organizations.

Predvideni študijski rezultati:

Znanje in razumevanje:

- temeljnih razlik vodenja in upravljanja med profitnimi in neprofitnimi organizacijami;
- strateškega odločanja in načrtovanja v neprofitnih organizacijah;
- spoznati različne vrste neprofitnih organizacij: zavod, društvo, zadruga, socialno podjetje, javni zavod, javno podjetje itd.;
- poslovnih rezultatov in merjenje učinkov v neprofitnih organizacijah;
- funkcij managementa neprofitnih organizacij;
- spoznati temeljne svetovne trende v razvoju neprofitnih organizacij v zadnjih desetletjih;
- spoznati posebnosti upravljanja javnega sektorja in vlogo države v tem sektorju;
- posebnosti uspešnega vodenja neprofitnih organizacij.

Intended learning outcomes:

Knowledge and understanding:

- Fundamental differences in leading and managing profit and non-profit organizations
- strategic decision-making and planning in non-profit organizations
- to learn about different types of non-profit organizations: institute, society, cooperative, social enterprise, public institute, public enterprise, etc.
- business results and measurement of effects in non-profit organizations
- managerial functions in non-profit organizations
- to acquire knowledge about fundamental global trends in the development of non-profit organizations in last decades
- to learn about particularities of public sector management and the role of the state



- particularities of successful management of non-profit organizations

Metode poučevanja in učenja:

Predavanja z aktivno udeležbo študentov (razlaga, diskusija, vprašanja, primeri, reševanje problemov);

Vaje na seminarski način (refleksija prebranih besedil in lastnih izkušenj, timsko delo, metode kritičnega mišljenja, diskusija, sporočanje povratne informacije, socialne igre);

Vaje, ki temeljijo na izkušnjskem, sodelovalnem in problemskem učenju (samostojno učenje, diskusija, razlaga, opazovanje, timsko delo, študija primera, metode kritičnega branja in pisanja, evalvacija, samoocenjevanje);

Individualno delo študentov (študij literature);

Individualne in/ali skupinske konzultacije (diskusija, dodatna razlaga, obravnava specifičnih vprašanj);

Možnost oblikovanje portfolija in samostojen študij (motiviranje, usmerjanje, samoopazovanje, samouravnavanje, refleksija).

Learning and teaching methods:

Lectures with the active participation of students (presentation, discussion, questions, problems, problem solving);

Seminars (reflections of the read texts and own experience, team work, methods of critical thinking, discussions, reporting feedback information, social games);

Seminars based on experience based learning, participation in problem learning (independent study, discussion, explanation, observation, team work, case study, methods of critical reading and writing, evaluation, self-evaluation);

Individual work (study of the literature);

Individual and/or groups consultations (discussion, additional explanation, dealing with specific issues);

A possibility of portfolio formation and independent study (motivating, guiding, self-observing, self-tuning, reflection).

Delež (v %) /

Načini ocenjevanja:

Weight (in %)

Assessment:

| Način (pisni izpit, ustno izpraševanje, naloge, projekt) | Delež (v %) / Weight (in %) | Type (examination, oral, coursework, project): |
|--|-----------------------------|---|
| Izdelava in zagovor seminarske naloge na vajah | 35% | Seminar work with reports on experimental exercises and presentation of the work. |
| Ustni ali pisni izpit | 65% | Oral or written examination |
| Ocennevalna lestvica – skladno s | | Grading is in accordance with the |

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| Pravilnikom o preverjanju in ocenjevanju znanja. | | Faculty's evaluation Ordinance |
|--|--|--------------------------------|

Reference nosilca / Lecturer's references:

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*, 2014, vol. 7, no. 3, str. 58-89.

Jelovac, Dejan, Maške, Matjaž. An empirical study of transformational leadership in Slovenian entrepreneurship. *Innovative issues and approaches in social sciences*, 2012, vol. 5, no. 3, str. 65-82.

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.

Jelovac, Dejan (ur.) (2002): *Jadranje po nemirnih vodah menedžmenta nevladnih organizacij*. Ljubljana: Radio Študent: Študentska organizacija Univerze & Koper: Visoka šola za management.

Jelovac, Dejan (2002): Vpliv medsebojnega odnosa civilne družbe in političnega podsistemana družbeno regulacijo sociosistemov v tranziciji – izziv managementu NVO, v Jelovac, Dejan (ur.) (2002): *Jadranje po nemirnih vodah menedžmenta nevladnih organizacij*. Ljubljana: Radio Študent: Študentska organizacija Univerze & Koper: Visoka šola za management, str. 138-152.

Jelovac, Dejan (2002): Odisejada krmarjev neprofitnega sektorja, v: Dejan Jelovac(ur.) *Jadranje po nemirnih vodah menedžmenta nevladnih organizacij*. Ljubljana: Radio Študent: Študentska organizacija Univerze & Koper: Visoka šola za management, str. 11-27.