UČNI NAČRT PREDMETA / COURSE SYLLABUS

Predmet:	Temelji medkulturnega menedžmenta
Course title:	Foundations of Intercultural Management

Študijski program in stopnja Study programme and level	Študijska smer Study field	Letnik Academic year	Semester Semester
Medkulturni menedžment, druga	Program nima smeri	prvi	prvi
Intercultural Management, second	The programme has no fields	first	first

Vrsta predmeta / Course type Obvezni / Mandatory

Univerzitetna koda predmeta / University course code:

Predavanja Lectures	Seminar Seminar	Vaje Tutorial	Klinične vaje work	Druge oblike študija	Samost. delo Individ. work	ECTS
30	0	15	0	0	135	6

Nosilec predmeta / Lecturer: prof. dr. Mateja Rek / Prof. Mateja Rek, PhD

Jeziki / **Languages:**	**Predavanja /** **Lectures:**	slovensko, angleško / Slovenian, English
	Vaje / Tutorial:	slovensko, angleško / Slovenian, English

Pogoji za vključitev v delo oz. za opravljanje študijskih obveznosti:	**Prerequisits:**
Pogoj za vključitev v delo je vpis v prvi letnik podiplomskega študija.	The condition for inclusion is enrollment in the first year of postgraduate studies.

Vsebina:	**Content (Syllabus outline):**
• predstavitev področja menedžmenta medkulturnih razlik, namena, ciljev in vsebine predmeta ter metod in tehnik proučevanja; • poglabljanje v bistvo fenomena poslovne kulture in morale kot dejavnikov vedenja organizacij v globaliziranem gospodarstvu, posebej evropskem; • podajanje vpogleda v sodobne znanstvene teorije na področju kulturnih razlik; • strateški pomen kulturnih razlik;	• Introduction to management of cultural differences, purpose, objectives and course content and study methods and techniques; • Deepening the essence of the phenomenon of corporate culture and morality as predictors of organization's behavior in a globalized economy, especially Europe; • Giving access to the modern scientific theory of cultural differences;

• kulturne razlike, stereotipi (klišeji), predsodki, mnenja in stališča kot vir možnih sporov in konfliktov v organizaciji - metode in tehnike prevencije kulturnih konfliktov; • modeli za uspešno upravljanje medkulturne komunikacije v multikulturnem in/ali mednarodnem poslovnem svetu oziroma notranjem okolju organizacije; • praktično usposabljanje za uporabo metod, tehnik in strategij za preprečevanje in razreševanje vrednotnih sporov – *evro-model;* • simulacije primerov, *metoda detanta* zaključne refleksije.	• The strategic importance of cultural differences; • Cultural differences, stereotypes (clichés), prejudices, opinions and observations as a source of potential disputes and conflict within the organization - methods and techniques of cultural conflict prevention; • Models for effective management of intercultural communication in a multicultural and / or international business world and the internal environment of the organization; • Practical training in the use of methods, techniques and strategies for the prevention and resolution of conflicts: Euro-model; • Simulations of cases: method of *detante*; Concluding reflections.

Temeljni literatura in viri / Readings:

Rek, Mateja (2019): *Umetnost komuniciranja v kontekstu pozne moderne.* Ljubljana: Vega.

Jelovac, Dejan in Rek, Mateja (2010): *Komuniciranje v medkulturnem okolju.* Ljubljana: Vega.

Richard M. Steers, Joyce S. Osland (2019): *Management Across Cultures: Challenges, Strategies, and Skills.* Cambridge University Press.

Betina Szkudlarek et al. (2020): *The SAGE Handbook of Contemporary Cross-Cultural Management.* SAGE.

Hopkins, Bryan (2016): *Cultural Differences and Improving Performance: How Values and Beliefs Influence Organizational Performance.* CRC Press.

Cilji in kompetence:	**Objectives and competences:**
• poznavanje in razumevanje kulturnih in družbenih procesov in sposobnost njihove kompleksne analize; • strateška usmerjenost, tj. sposobnost anticipacije dogodkov, izhajajočih iz kulturne dinamike, sposobnost ponujanja rešitev za preprečevanje njihovih negativnih konsekvenc;	• Knowledge and understanding of cultural and social processes and the ability for their complex analysis; • The strategic orientation, i.e. the ability to anticipate events resulting from cultural dynamics, the ability to offer solutions to prevent their negative consequences;

• etična refleksija in zavezanost profesionalni etiki v družbenem okolju s spoštovanjem načela neskriminatornosti in multikulturnosti;	• Ethical reflection and commitment to professional ethics in the social environment with respect for the principles of non-discrimination and multiculturalism;
• razvoj komunikacijskih sposobnosti in spretnosti za komuniciranje z različnimi okolji;	• The development of communication skills and skills for communicating with different environments;
• sposobnost uporabe relevantnih domačih in mednarodnih virov, uporabe elektronskih virov in kritične analize relevantne literature;	• The ability to apply relevant national and international sources, to apply electronic sources and critical analysis of relevant literature;
• razvoj refleksije ob upoštevanju lokalne, nacionalne in globalne ravni;	• Development of reflection taking into account local, national and global level;
• razvoj potrebe po doseganju družbene pravičnosti in podpiranju raznolikosti;	• Development of the need to achieve social justice and support the diversity;
• razumevanje kulturnih fenomenov in njihove povezanosti s strukturo in razvojem družb;	• Understanding the cultural phenomena and their relationship with the structure and the development of societies;
• razumevanje različnih teoretskih pristopov in njihova uporaba pri reševanju konkretnih problemov;	• Understand the different theoretical approaches and apply them in solving concrete problems;
• fleksibilnost in prilagodljivost, tj. sposobnost delovanja v večkulturnem okolju;	• Flexibility and adaptability, i.e. capability of operating in a multicultural environment;
• sposobnost navezovanja stikov v večkulturnem okolju in komuniciranja z akterji iz različnih kulturnih okolij;	• The ability to establish contacts in a multicultural environment and to communicate with actors with different cultural backgrounds;
• razumevanje različnih družbenih in kulturnih okolij, razumevanje kulturne pluralnosti;	• Understanding different social and cultural environments, understanding the cultural pluralism;
• sposobnost anticipacije in reševanje problemov, ki izhajajo iz medkulturnih razlik;	• The ability to anticipate and solve problems arising from intercultural differences;
• sposobnost razumevanja in obvladovanja medkulturnih informacij;	• The ability of understanding and managing intercultural information;
• razumevanje odnosov med posamezniki in skupinami v različnih kulturnih okoljih;	• Understanding of relationships between individuals and groups in different cultural environments;

• organizacijske in vodstvene spretnosti za usmerjanje dela v večkulturnem okolju; • sposobnost kulturne empatije, tj. razumevanja idej, vrednot in mišljenjskih vzorcev iz različnih kulturnih okolij; • organizacijske in vodstvene spretnosti v organizacijah, ob razumevanju individualnih vrednot in skupinskih vrednotnih sistemov, z obvladovanjem profesionalno - etičnih vprašanj.	• Organizational and leadership skills for management in multi-cultural environment; • Ability of cultural empathy, i.e. understanding ideas, values, and cognitive patterns from different cultural environments; • Organizational and leadership skills in organizations, understanding the individual values and collective value systems, with the management of professional - ethical issues.

Predvideni študijski rezultati:	**Intended learning outcomes:**
• so informirani o namenu predmeta, vsebini in metodah dela in svojih obveznosti; • pridobijo globlje razumevanje obzorja in temelja strokovnega področja medkulturnega managementa; • znajo pojasniti ključne pojme kategorialno-metodološkega aparata medkulturnega managementa; • razumejo obseg in vsebino pojma medkulturnega upravljanja; • dojemajo bistvo pomembnih pozicij oz. stališč znotraj kulturnega pluralizma; • razumejo in jasno razlikujejo ključne kategorije medkulturnega managementa v globalnem poslovnem življenju; • pridobijo vpogled v bistvo dobrih poslovnih praks, njihovo vlogo, mesto in pomen za uspešno sodobno poslovanje; • so kvalificirani za opazovanje in dojemanje kulturnih razsežnosti poslovanja; • so kvalificirani za izvajanje poslovnih praks v slogu dobrega gospodarja.	• Informed of the purpose of subject, content and methods of work and their obligations; • Able to gain a deeper understanding of the horizons and the foundation of the expert fields of intercultural management; • Able to explain key concepts within the categorical-methodical apparatus of a intercultural management; • Understand the scope and content of the concept of intercultural management; • Grasp the essence of important positions within cultural pluralism; • Understand and clearly distinguish the key categories of intercultural management in global business life; • Gain insight into the essence of good business practices, their role, place and importance for a successful modern business; • Qualified for the perception of cultural dimensions of business; • Qualified for the implementation of business practices in the style of a good governor.

Metode poučevanja in učenja:	**Learning and teaching methods:**
• predavanja z aktivno udeležbo študentov (razlaga, diskusija, vprašanja, primeri); • seminarske vaje (refleksija izkušenj, projektno delo, timsko delo, metode kritičnega mišljenja, diskusija, sporočanje povratne informacije, forum za reševanje kulturnih problemov, sporov, konfliktov in dilem, socialne igre); • individualne in skupinske konzultacije (diskusija, dodatna razlaga, obravnava specifičnih vprašanj); • samostojen študij (motiviranje, usmerjanje, samoopazovanje, samouravnavanje, refleksija, samoocenjevanje); • uporaba spletne učilnice oziroma drugih sodobnih IKT orodij.	• Lectures with active engagement of students (explanation, discussion, questions, examples); • Tutorials (reflection on experience, project work, teamwork, critical thinking, discussion, feedback, a forum for solving cultural problems, disputes, conflicts and dilemmas, social games); • Individual and group consultations (discussions, additional explanation, specific questions); • Individual Study (motivation, guidance, self-observation, self-regulation, reflection, self-evaluation); • Use of online classroom or other contemporary ICT tools.

Načini ocenjevanja:	Delež (v %) / Weight (in %)	**Assessment:**
Način (pisni izpit, ustno izpraševanje, naloge, projekt):		Type (examination, oral, coursework, project):
Pisni/ustni izpit	60 %	Written or oral exam
Seminarska naloga	40 %	Seminar work
Ocenjevalna lestvica – skladno s Pravilnikom o preverjanju in ocenjevanju znanja na FUDŠ.		Grading scale - in accordance with the Rules of examination and evaluation of knowledge.

Reference nosilca / Lecturer's references:

Rek, Mateja (2019): *Umetnost komuniciranja v kontekstu pozne moderne*. 1. izd. Ljubljana: Vega, 2019.

Rek, Mateja, Gorjup, Nina (2019): Planning and implementing promotion in small and micro enterprises: bridging the gap between intentions and actual behaviour. *Innovative issues and approaches in social sciences*. 2019, vol. 12, no. 1, str. 6-25.

Rek, Mateja, Makarovič, Matej, Škabar, Matjaž (2017): Identifying complex cultural conditions of globalization in late modernity: a fuzzy set analysis of 30 countries. *European Journal of Science and Theology*, ISSN 1841-0464, feb. 2017, vol. 13, no. 1, str. 173-188.

Rek, Mateja, Makarovič, Matej, Škabar, Matjaž (2015): (Un)certainty in the knowledge society. *Comparative sociology*, ISSN 1569-1322, vol. 14, iss. 5, str. 613-634

Jelovac, Dejan, Rek, Mateja (2010): *Komuniciranje v medkulturnem okolju*. Ljubljana: Vega, 2010.

Rek, Mateja (2009): Economic culture in Slovenia: research results from the Dioscuri research project. *Research in social change*, issue 3, no. 1, str. 3-21.

Adam, Frane, Jelovac, Dejan, Rek, Mateja (2008): Economic cultural (in)compatibility: old and new EU members in comparison. V: Podmenik, Darka (ur.). *Sociokulturni in organizacijski vidiki prenosa znanja*. Ljubljana: Inštitut za razvojne in strateške analize.

Tomšič, Matevž, Rek, Mateja (2006): Kulturni vidiki ekonomskega in političnega razvoja: stare in nove članice EU v primerjalni perspektivi. *Organizacija: revija za management, informatiko in kadre*, letn. 36, št. 1, str. 28-34.