



UČNI NAČRT PREDMETA / COURSE SYLLABUS

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| Predmet: Course title: | ZDRAVSTVENI MANAGEMENT IN KARIERNI RAZVOJ ZAPOSLENIH HEALTHCARE MANAGEMENT AND CAREER DEVELOPMENT OF EMPLOYEES |
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| Študijski program in stopnja Study programme and level | Študijska smer Study field | Letnik Academic year | Semester Semester |
|---|-------------------------------|-------------------------|----------------------|
| Zdravstvena nega 2. stopnja | / | 1. | 2. |
| Nursing Care master study programme | / | 1. | 2. |

Vrsta predmeta / Course type

Obvezni predmet / Compulsory subject

Univerzitetna koda predmeta / University course code:

OP-MAG-2/9

| Predavanja Lectures | Seminar Seminar | Vaje Tutorial | Klinične vaje work | Druge oblike študija | Samost. delo Individ. work | ECTS |
|------------------------|--------------------|------------------|-----------------------|-------------------------|-------------------------------|------|
| 50 | 50 | / | / | / | 200 | 10 |

Nosilec predmeta / Lecturer:

prof. dr. Mirko Markič

Jeziki /

Predavanja / Lectures: Slovenski, angleški jezik / Slovene, English language

Languages:

Vaje / Tutorial: Slovenski jezik / Slovene language

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

- Pogojev ni.

Prerequisites:

- No prerequisites.

Vsebina:

- Pojmovanje in opredelitev menedžmenta.
- Menedžment zdravstvenih organizacij.
- Naloge in vloge menedžerjev.
- Podobe organizacij
- Trajnostni razvoj, družbena odgovornost in uspešnost zdravstvenih organizacij
- Ravnanje z zmožnostmi zaposlenih v zdravstvenih organizacijah: organizacijsko učenje in ravnanje z znanjem, ustvarjalnost in inovativnost
- Iskanje in izbira novih sodelavcev, uvajanje v delo/mentorstvo in socializacija.
- Kariera in karierni razvoj: opredelitev osnov
- Vrste in zvrsti kariernega razvoja
- Značilnosti kariernega razvoja v zdravstveni negi
- Planiranje lastnega kariernega razvoja
- Karierni razvoj sodelavcev in orodja za spodbujanje talentov

Content (Syllabus outline):

- Conception and definition of management.
- Management in the healthcare organizations.
- Functions and roles of managers.
- Images of Organizations.
- Sustainable Development, Social Accountability, and Performance in the healthcare organizations.
- Managing the abilities of employees in healthcare organizations: organizational learning and knowledge management, creativity and innovation.
- Search and selection of new employees, introduction to work and socialization.
- Career and Career Development: Definition of the Basics
- Types and Forms of Career Development
- Characteristics of Career Development in Nursing
- Own Career Development Planning



- Vseživljenjsko učenje kot osnova za karierni razvoj

- Career Development of Colleagues and Talent management
- Lifelong Learning as a Foundation for Career Development

Temeljni literatura in viri / Readings:

- Buchbinder, S. B., Shanks, N. H. 2012., *Introduction to Health Care Management*. Burlington: Jones & Bartlett.
- Rozman, R., Kovač, J. Filej, B., Robida, A., 2019. *Management v zdravstvenih organizacijah*. Ljubljana: Lexpera, GV Založba.
- Morgan, G. 2004. *Podobe organizacij*. Ljubljana: Univerza v Ljubljani. Fakulteta za družbene vede.
- Donner, G.J., Wheeler, M.M. 2010. *It's Your Career: Take Charge Workbook*. Geneva: International Council of Nurses, dostopno na: https://www.icn.ch/sites/default/files/2023-06/2010_workbook_Career%20planning%20and%20development_eng.pdf
- Blažič, M., 2022. Vseživljenjsko učenje kot predpogoj za vzajemen uspešen karierni razvoj posameznika in organizacije. *Revija za ekonomske in poslovne vede*, 9(1), pp.27-48.
- Kustec, S. 2022. Karierni razvoj: teorije, metodologije in prakse. Koper: Univerza na Primorskem, Fakulteta za management. Dostopno na: <https://repozitorij.upr.si/Dokument.php?id=27408&lang=slv>

Cilji in kompetence:

- Seznaniti z menedžmentom v zdravstvenih organizacijah.
- Pridobiti znanje o nalogah in vlogah menedžerjev.
- Seznaniti z načini in možnostmi kariernega razvoja ter jih usposobiti za načrtovanje lastne kariere.
- Osvojiti osnovno razumevanje orodij za karierni razvoj sodelavcev

Objectives and competences:

- Introduce students to the management in healthcare organizations.
- Gain knowledge of functions and roles of managers.
- Introduce students to the ways and possibilities of career development and train them to plan their own careers.
- Gain a basic understanding of tools for career development of colleagues

Predvideni študijski rezultati:

Znanje in razumevanje:

Študent bo ob zaključku tega predmeta znal:

- izkazati znanje o nalogah in vlogah menedžerjev. ,
- razumeti zakonitosti delovanja zdravstvene organizacije,
- analizirati obvladovanje organizacije na politični, strateški, taktični in operativni ravni organiziranosti.
- Povzeti pomen trajnostnega razvoja in družbene odgovornosti za uspešnost zdravstvene organizacije.
- razumeti pomen ter možnosti kariernega razvoja v zdravstveni negi
- pripraviti lasten plan kariernega razvoja
- razumeti orodja za lasten karierni razvoj in karierni razvoj sodelavcev
- razložiti pomen vseživljenjskega učenja za karierni razvoj kadrov

Intended learning outcomes:

Knowledge and understanding:

Upon completion of this course, the student will:

- demonstrate knowledge of functions of management,
- understand the legal foundations of the operation of a healthcare organization,
- control of the organisation at the political, strategic, tactical and operational levels of the organizing. Summarize the main contribution of the sustainable development and social accountability on the performance healthcare organization.
- Understand the importance and opportunities for career development in nursing.
- Prepare a personal career development plan.
- Understand tools for personal career development and the career development of colleagues
- Explain the importance of lifelong learning for career development of human resources.



Metode poučevanja in učenja:

- predavanje
- interaktivno delo
- projektno delo

Learning and teaching methods:

- lecture
- interactive work
- project work

Načini ocenjevanja:

Delež (v %) /
Weight (in %)

Assessment:

| | | |
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| <ul style="list-style-type: none">• 80 % prisotnost na obveznih seminarских vajah.• Oddan in uspešno opravljen zagovor projektne naloge. Opravljene obveznosti iz seminarske naloge so predpogoj za pristop k izpitu.• Pisni izpit• Ustni izpit• Ocenjevalna lestvica ECTS: nezadostno (1-5), zadostno 6, dobro 7, prav dobro 8), prav dobro 9, odlično 10. | 50 % 30 % 20 % | <ul style="list-style-type: none">• 80% attendance at mandatory seminars.• Submitted and successfully defended project work. Fulfilled obligations concerning project work are a prerequisite for the exam.• Written exam• Oral Exam• Grading scale ECTS: insufficient (1-5), satisfactory (6), good (7), very good (8), very good (9), and excellent (10). |
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Reference nosilca / Lecturer's references:

- PERŠOLJA, Melita, ŽVANUT, Boštjan, ROT, Špela, MARKIČ, Mirko. Assessment of management styles among top nursing leaders in Slovenian primary health centers: a cross-sectional analysis. *Leadership in health services*. 2024, vol. 37, no. 5, str. 157-168.
- ČRV, Stojan, MARKIČ, Mirko. Contribution of the QMS principles to company performance. *International journal for quality research*. 2023, vol. 17, no. 1, str. 227-242,
- BIRK TOT, Karin, MARKIČ, Mirko, PAĐEN, Ljubiša. Reporting of adverse events and the fundamental tasks of manager - a qualitative interview study: a cross-sectional study. *Nursing open*. 2023, vol. 10, iss. 9, str. 6291-6299.
- PERŠOLJA, Melita, MARKIČ, Mirko, BLATNIK, Dragica, PALESE, Alvisa. Patient satisfaction with nursing care delivered in medical units in posttransitional country: a correlational study. *Acta medica mediterranea*. 2018, št.6, str. 2045-2054.
- PERŠIČ, Anton, MARKIČ, Mirko, PERŠIČ, Marko. The impact of socially responsible management standards on the business success of an organisation. *Total quality management & business excellence: an official journal of the European Society for Organisational Excellence*. 2018, iss. 1-2, vol. 29, str. 225-237.