

UČNI NAČRT PREDMETA / COURSE SYLLABUS

Predmet:	Poslovna etika
Course title:	Business Ethics

Študijski program in stopnja Study programme and level	Študijska smer Study field	Letnik Academic year	Semester Semester
Socialni menedžment (UN), prva stopnja / Social management (BSc), first level	/	2.,3.	4.,6.

Vrsta predmeta / Course type Izbirni/Optional

Univerzitetna koda predmeta / University course code:

Predavanja Lectures	Seminar Seminar	Vaje Tutorial	Klinične vaje work	Druge oblike študija	Samost. delo Individ. work	ECTS
20	0	40	0	0	120	6

Nosilec predmeta / Lecturer: prof. dr. Dejan Jelovac / Professor Dejan Jelovac, Ph.D

Jeziki / Languages:	Predavanja / Lectures:	Slovensko / Slovenian, Angleško / English
	Vaje / Tutorial:	Slovensko / Slovenian, Angleško / English

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

Prerequisites:

Vpis študenta/študentke v 2. letnik študija.

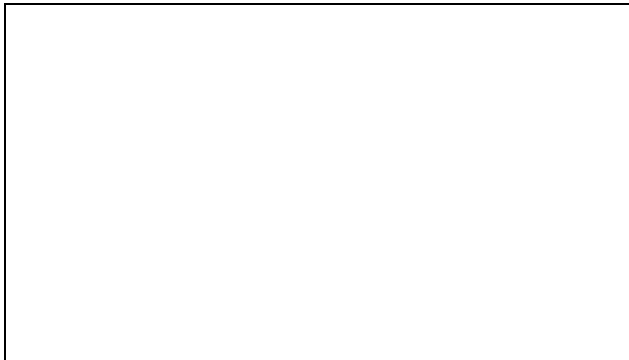
The enrolment of student into the second year of study.

Vsebina:

- Uvod v problemsko področje in pojmovno-kategorialni aparat poslovne etike.
- Ime in pojem etike (trije različni jeziki sodobne poslovne etike: *delovati*, *biti in znati* (delati tisto, kar je prav – govorica behaviorističnega nauka; biti tisti pravi – govorica vrline; vedeti kaj je dobro – jezik etične teorije).
- Poslovna morala vs. poklicna oz. profesionalna morala.
- Temeljne kategorije poslovne etike (dobro vs. zlo kot najvišje moralne vrednote, moralne ocene oz. sodbe, maksime in norme, dejanje, dosežek, vest, dolžnost, odgovornost, vrlina, značaj, kodeks).
- Dobri poslovni običaji kot oporišče sodobne poslovne morale (dve plati sodobne etične teorije - utilitarizem kot iskanje rezultatov in formalizem kot iskanje pravila).
- Moralne vrednote, vrline in pravila zglednega poslovanja - moralna dimenzija sodobnega poslovanja v globalnem gospodarstvu.
- Kodeksi poklicne etike in dobre prakse pri nas: case-study vzorcev zglednega vedenja in zaželenega načina obnašanja.
- Metode, tehnike in strategije preprečevanja in razreševanja moralnih dilem, sporov in konfliktov v poslovni skupnosti.
- Moralna odgovornost poslovneža do notranjega in zunanjega okolja organizacije (izzivi, pasti in zanke poslovanja z vidika globalne ekonomije).
- Perspektive in trendi razvoja sodobne poslovne morale podjetništva v EU.
- Doseg in meje moči vpliva organizacijske kulture in morale na praktično delovanje poslovnežev v vsakdanji praksi.
- Zaključna razprava.

Content (Syllabus outline):

- Introduction to the topics and conceptual-categorial apparatus of business ethics.
- Name and concept of ethics (three different languages of the modern business ethics: *to act*, *to be* and *to be able* (to do what is right - the language of behavioural theory, to be the one who is right - voice of virtues, to know what is good - the language of ethical theory).
- Business morality vs. professional morality.
- Basic categories of business ethics (good vs. evil as a ultimate moral values, moral judgments, maxims and norms, act, achievement, conscience, duty, responsibility, virtue, character, code).
- Good business practices as a basis of modern business morality (two sides of modern ethical theories - utilitarianism as the search of result(s) and formalism as the search of rule(s)).
- Moral values, virtues and exemplary business rules - moral dimensions of modern business behaviour in the global economy.
- Codes of professional ethics and good practice in our country: case study of exemplary patterns of behaviour and desirable mode of conduct.
- Methods, techniques and strategies for prevention and resolution of moral dilemmas, disputes and conflicts in business community.
- Moral responsibility of the businessman to the internal and external environment of the organization (the challenges, pitfalls and traps in business operations from the perspective of global economy).
- Perspectives and development trends of modern business morality of business people in the EU and Slovenia as well.
- Scope of power and limits of influence of the business morality on the practical operation of the businessman in everyday practice.



- Concluding debate.

Temeljni literatura in viri / Readings:

- Trevino, Linda Klebe, Nelson, Katherine (2011): *Managing Business Ethics – Straight Talk About How To Do It Right*, fifth edition, Hoboken: John Wiley & Sons, Inc.
- Crane, Andrew, Mc Williams, Abigail, Matten, Dirk, Moon, Jeremy, Siegel, Donald (uredniki) (2009): *The Oxford Handbook of Corporate Social Responsibility*. Oxford: Oxford University Press.
- Ferrell O.C, Fraedrich J, Ferrell L. (2008): *Business Ethics – Ethical Decision Making and Cases*, 7th edition, Boston - New York: Houghton Mifflin Co.
- Crane A, Matten D. (2007): *Business Ethics – Managing Corporate Citizenship and Sustainability in the Age of Globalization*, 2nd edition, Oxford & New York: Oxford University Press.
- De George, Richard (2006): *Business Ethics*, Upper Saddle River: Pearson Education, Prentice Hall.
- Fisher, Colin and Lovell, Alan (2006): *Business Ethics and Values*, Essex: Pearson Education Ltd.
- Jelovac, Dejan (2000): *Podjetniška kultura in etika, (poglavja o poslovni etiki)*. Portorož: VSŠP.

Cilji in kompetence:

- etična refleksija in zavezanost profesionalni etiki v družbenem okolju s spoštovanjem načela nediskriminatornosti in multikulturalnosti;
- občutljivost za ljudi in socialno okolje ter razvoj komunikacijskih sposobnosti in spretnosti;
- spoštovanje nediskriminativnosti in multikulturalnosti v organizaciji in njenem (mednarodnem) okolju;
- razvoj kritične in samokritične presoje;
- sposobnost fleksibilne uporabe znanja v praksi;
- poglobljeno razumevanje družbenega okolja s pomočjo povezovanja različnih družboslovnih disciplin;
- poglobljeno razumevanje odnosa med organizacijo in njenim družbenim okoljem;

Objectives and competences:

- ethical reflection and commitment to professional ethics in the social environment while respecting the principle of non-discrimination and multiculturalism;
- sensitivity to people and social environment and the development of communication abilities and skills;
- the respect for non-discrimination and multiculturalism in the organisation and its (international) environment;
- development of critical and self-critical judgement;
- in-depth understanding of social environment supported by connecting various social science disciplines;
- in-depth understanding of the relationship between the organisation and its social environment;

- poglobljeno razumevanje odnosa med organizacijo in posameznikom;
- široko družboslovno znanje s pripravljenostjo in sposobnostjo za njegovo nadaljnje nadgrajevanje z novimi spoznanji v okviru družbenih ved;
- sposobnost divergentnega mišljenja, kritičnega presojanja, ustvarjalnosti in premagovanja problemov;
- sposobnost uporabe in ustreznega navajanja relevantnih domačih in mednarodnih virov, uporabe elektronskih virov in kritične analize relevantne literature;
- sposobnost upravljanja človeških virov;
- organizacijske in vodstvene spretnosti v organizacijah, ob razumevanju individualnih vrednot in skupinskih vrednotnih sistemov, z obvladovanjem profesionalno - etičnih vprašanj;
- razumevanje individualnih vrednot in vrednotnih sistemov, obvladovanje profesionalno-etičnih vprašanj;
- sposobnost povezovanja koherentno obvladanega temeljnega znanja, pridobljenega pri obveznih predmetih, ter njegova uporaba v praksi;
- razumevanje odnosov med posamezniki, organizacijami in družbenim okoljem, zmožnost za kompleksno sistemsko gledanje in delovanje;
- občutljivost za odnose med ljudmi pri delu, fleksibilnost in sposobnost za skupinsko delo, samoiniciativnost, prevzemanje odgovornosti, sposobnost razmišljanja in lastnega mnenja.

- in-depth understanding of the relation between the organisation and the individual;
- broad knowledge in social sciences while being prepared and able for its further upgrading with new findings within social sciences;
- the ability of divergent thinking, critical judgement, creativity and overcoming problems;
- the ability to use and properly refer to relevant domestic and international sources, to use electronic sources and to provide critical analysis of the relevant literature;
- human resources management ability;
- organisational and leadership skills in the organisations combined with the understanding of individual values and group value systems, while comprehending the professional-ethical issues;
- understanding of individual values and value systems, managing the professional-ethical issues;
- the ability to connect coherently collected knowledge attained from the mandatory courses and its application in practice;
- understanding of the relations between individuals, organisations and social environment, the ability of complex systems thinking and action;
- sensitivity to the relations among people at work, flexibility and the ability of team work, self-initiative, taking responsibility, ability of thinking and having one's own opinion.

Predvideni študijski rezultati:

Znanje in razumevanje:

Študent bo:

- seznanjen z namenom predmeta, vsebino in metodami dela ter njegovimi obveznostmi;
- razumel obseg in vsebino področja poslovne etike;
- dojel bistvo vplivnih etičnih stališč znotraj sodobnega etičnega pluralizma;
- razumel in jasno razlikoval ključne kategorije poslovne etike v poslovnem življenju;
- pridobil vpogled v bistvo dobrih poslovnih običajev, njihovo vlogo, mesto in pomen za uspešno sodobno poslovanje;
- usposobljen za dojemanje moralne dimenzije poslovnega sveta;
- usposobljen za implementacijo poslovnega ravnanja v slogu *dobrega gospodarja*;
- razvil etično refleksijo in na njeni podlagi zavezanost vzorcem zglednega poslovanja;
- razvil spretnosti za uporabo različnih metod in tehnik za prepoznavanje, preprečevanje in razreševanje moralnih napetosti/nesoglasij;
- pridobil čut za moralno odgovornost do notranjega in zunanjega okolja podjetja;
- razvil občutek dolžnosti do izogibanja moralnim spodrslijajem, napakam, ipd.;
- razvil občutek za kolegialnost do sodelavcev in lojalnost do delodajalcev ter kooperativnost, timsko delo ter toleranco in upoštevanje konstruktivnih kritik;
- razvil čut za nediskriminatornost v upravljanju s človeškimi viri v našem in evropskem gospodarskem okolju;
- usposobljen za razumevanje dosega in meja poslovne etike;
- pridobil pregled nad odprtimi vprašanji stroke in njenimi perspektivami v bližnji prihodnosti;
- razvil potrebo po nadaljevanju samostojnega razmišljanja in

Intended learning outcomes:

Knowledge and understanding:

Students will be:

- informed of the purpose of course, content and methods of work and his/her obligations;
- understand the scope and content of the field of business ethics;
- grasp the essence of important ethical positions within contemporary ethical pluralism;
- understand and clearly distinguish the key categories of business ethics in business life;
- gain insight into the essence of good business practices, their role, place and importance for a successful modern business activity;
- qualified for the perception of moral dimensions of business world;
- qualified for the implementation of business practices in the style of a good governor;
- able to develop an ethical reflection and on its basis the commitment to the desired patterns of exemplary business behaviour;
- able to develop skills in using various methods and techniques to identify, prevent and resolve moral tensions / conflicts and mistakes;
- gain a sense of moral responsibility for the internal and external business environment;
- of his/her company;
- able to develop a sense of moral duty to avoid moral slips, errors, etc.;
- able to develop a sense of collegiality and loyalty towards employees and employers as well as cooperativeness, teamwork, tolerance and respect for constructive criticism;
- able to develop a sense of non-discrimination in the management of human resources in the Slovenian and European economic environment;
- trained to understand the scope and boundaries of business ethics;

izpopolnjevanja na področju poslovne etike.

- gain an overview of the open issues of the profession and its perspectives in the near future;
- able to develop a need for continuing self-reflection and improvement in the field of business ethics.

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);
- Individualne in/ali skupinske konzultacije (diskusija, dodatna razlaga, obravnava specifičnih vprašanj);
- Uporaba spletne učilnice oziroma drugih sodobnih IKT orodij;
- Možnost oblikovanje portfolija in samostojen študij (motiviranje, usmerjanje, samoopazovanje, samouravnavanje, refleksija).

Learning and teaching methods:

- Lectures with active participations by the students (explanation, discussion, questions, cases, problems 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 and/or groups consultations (discussion, additional explanation, dealing with specific issues);
- Use of online classroom or other contemporary ICT tools;
- A possibility of portfolio formation and independent study (motivating, guiding, self-observing, self-tuning, reflection).

Načini ocenjevanja:		Delež (v %) / Weight (in %)	Assessment:
Načini:			Types:
• Ustni ali pisni izpit	50%		• Oral or written examination
• Seminarska naloga in njegov zagovor na vajah	30%		• Seminar work and its presentation in the seminars
• Domača naloga ter njena predstavitev na vajah	20%		• Home-work and its presentation in the seminars

Ocenjevalna lestvica – skladno s Pravilnikom o preverjanju in ocenjevanju znanja.		Grading is in accordance with the Faculty's evaluation Ordinance.
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Reference nosilca / Lecturer's references:

ROJKO, Katarina, JELOVAC, Dejan. Human role in factories of the future. V: *Zbornik radova*, Prva mednarodna naučna konferencija o digitalnoj ekonomiji DIEC 2018, Visoka škola "Internacionalna poslovno-informaciona akademija" Tuzla, maj 2018. Tuzla: Off-set d.o.o. 2018, str. 165-178.

ROJKO, Katarina, JELOVAC, Dejan. Challenges due to excessive amount of online data and (mis)Information. V: STRAHONJA, Vjeran (ur.), KIRINIĆ, Valentina (ur.). *CECIIS: Central European Conference on Information and Intelligent Systems: 29th international conference, September 19th-21st, 2018, Varaždin, Croatia*, (Central European Conference on Information and Intelligent Systems (Print), ISSN 1847-2001), (Central European Conference on Information and Intelligent Systems (Online), ISSN 1848-2295). Varaždin: Faculty of Organization and Informatics. 2018, str. 33-38.

JELOVAC, Dejan, ORLIĆ, Ranko, SUKLAN, Jana, SRŠEN, Cvetko. 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*, 2016, vol. 9, no. 2, str. 8-34.

JELOVAC, Dejan. Poslovna etika in notranje poročanje. *Poslovodno računovodstvo*, jun. 2014, letn. 7, št. 2, str. 22-47.

JELOVAC, Dejan, RIHTARŠIČ, Tanja. Social entrepreneurship and fair trade. *Innovative issues and approaches in social sciences*, 2014, vol. 7, no. 1, str. 82-98.

JELOVAC, Dejan, RIHTARŠIČ, Tanja. A model of Slovenian ethical consumerism. *Raziskave in razprave*, ISSN 1855-6280, 2013, vol. 6, no. 3, str. 115-146.

KRALJ, Anita, JELOVAC, Dejan, MATE, Vasilij. Organizational values and moral virtues of entrepreneur: an empirical study of Slovenian entrepreneurs. *Innovative issues and approaches in social sciences*, 2013, vol. 6, no. 2, str. 109-138.

JELOVAC, Dejan. The impact of corporate social responsibility in the context of small and medium enterprise. *Innovative issues and approaches in social sciences*, May 2012, vol. 5, no. 2, str. 21-35.

BRGLEZ, Robi, JELOVAC, Dejan, MIKLAVC, Jan, JELEN, Tomaž, BESEDNJAK, Aneja. An empirical study of the attitude of final year secondary school students in Goriška region toward entrepreneurship. *Raziskave in razprave*, 2012, vol. 5, no. 3, str. 3-50.

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.

BRGLEZ, Robi, JELOVAC, Dejan. Institucionalno varstvo starejših kot podjetniški izziv na primeru občine Slovenska Bistrica. *Raziskave in razprave*, 2011, letn. 4, št. 2, str. 3-44,

VADNJAL, Jaka, JELOVAC, Dejan, DAMJAN, Janez. Vpliv šole in okolja na odnos odraslih srednješolcev do podjetništva. *Andragoška spoznanja*, 2010, letn. 16, št. 1, str. 23-34.

VADNJAL, Jaka, JELOVAC, Dejan, DAMJAN, Janez. Odnos srednješolcev do podjetništva. V: NARED, Janez (ur.), PERKO, Drago (ur.). *Razvojni izzivi Slovenije*, (Regionalni razvoj, 2). Ljubljana: Založba ZRC, 2009, str. 161-171.

JELOVAC, Dejan, JURIČAN, Dobran. Kodeks podjetniške kulture za skladen regionalni razvoj. V: NARED, Janez (ur.), et al. *Veliki razvojni projekti in skladni regionalni razvoj*, (Regionalni razvoj, 1). Ljubljana: Založba ZRC, ZRC SAZU, 2007, str. 311-318.