

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
Uporabne družbene študije UN	/	2.,3.	4.,6.
Advanced Social Studies BA	/	2.,3.	4.,6.

Vrsta predmeta / Course type Izbirni/Optional

Univerzitetna koda predmeta / University course code: PE

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: Red. prof. dr./Ph.D., Professor Dejan Jelovac

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/šudentke v 2. letnik študija.

The enrolment of student into the second year of study.

Vsebina: _____

Content (Syllabus outline): _____

- 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 – govornica behaviorističnega nauka; biti tisti pravi – govor vrlin; 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 poslovnega 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 poslovnih v vsakdanji praksi
- zaključna razprava.

- 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 nediskriminatornosti 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
- 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

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
- 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

- 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.

- 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

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

- 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 dojetanje 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 izpopolnjevanja na področju poslovne etike.

- 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
- 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.

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

Delež (v %) /

Načini ocenjevanja:

Weight (in %)

Assessment:

<ul style="list-style-type: none"> • Ustni ali pisni izpit • Seminarska naloga in njen zagovor na vajah • Domača naloga ter njena predstavitev na vajah 	<p>50%</p> <p>30%</p> <p>20%</p>	<ul style="list-style-type: none"> • Oral or written examination • Seminar work and its presentation in the seminars • Home-work and its presentation in the seminars
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Reference nosilca / Lecturer's references:

- JELOVAC, Dejan. Poslovna etika in notranje poročanje / Business ethics and internal reporting. *Poslovodno računovodstvo*, jun. 2014, letn. 7, št. 2, str. 22-47.
- 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.
- 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. The historical-cultural background of public administration values : the case of Slovenia / Zgodovinsko-kulturno ozadje vrednot v javni upravi: primer Slovenija. *Raziskave in razprave*, 2010, letn. 3, št. 3, str. 75-101.
- JELOVAC, Dejan. Poslovna etika kot nujni pogoj odličnosti /Business Ethics as a Necessary Condition of Excellence. V: BUKOVEC, Boris (ur.). *Etičnost razmišljanja in delovanja pri uveljavljanju strategije univerzalne odličnosti in mojstrstva*. V Novem mestu: Fakulteta za organizacijske študije, 2010, str. 83-100.
- JELOVAC, Dejan, ŽITNIK, Jan, VADNJAL, Jaka, DAMJAN, Janez. Virtues of entrepreneurs: Slovenian youth entrepreneurship attitude study. V: 3rd International Conference on Entrepreneurs, Innovation and Regional Development - ICEIRD 2010, May 27 - 29, 2010, Novi Sad, Serbia. ANIŠIČ, Zoran (ur.). *Proceedings of the 3rd International Conference on Entrepreneurs, Innovation and Regional Development - ICEIRD 2010, May 27 - 29, 2010, Novi Sad, Serbia*. Novi Sad: Faculty of Technical Sciences, Department of Industrial Engineering and Management, 2010, str. 331-337.
- 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.
- JELOVAC, Dejan. Uticaj verskih uverenja i kulturnih obrazaca na oblikovanje moralnog stava u svetu poslovanja / Impact of religious beliefs and cultural patterns in the shaping of moral attitude in the business world. *Management*, 2001, let. 6, št. 21-22, str. 77-80.
- JELOVAC, Dejan (2000): *Podjetniška kultura in etika*, VSŠP. Portorož.
- JELOVAC, Dejan. Postmoderna poslovna etika. *Teorija in praksa*, 1994, 31, št. 1/2, str. 55-62.