SLOVENSKO
OGRODJE
KVALIFIKACIJ

Magister kadrovskih in izobraževalnih sistemov/magistrica kadrovskih in izobraževalnih sistemov

Selected qualifications

Varnostni svetovalec/varnostna svetovalka za prevoz nevarnega blaga

Name of qualification	Magister kadrovskih in izobraževalnih sistemov/magistrica kadrovskih in izobraževalnih sistemov
Translated title (no legal status)	Master of Arts of Human Resources and Education Systems
Type of qualification	Diploma druge stopnje
Category of qualification	Izobrazba
Type of education	Master's education
Duration	2 years
Credits	120 credits

Admission requirements

Anyone who has completed the following can enroll in the study programme:
• first level study programme in relevant professional fields: social sciences, educational sciences and teacher education, humanities, social, business, administrative and legal sciences, natural sciences, mathematics and computer science, engineering, production technologies and construction, health and social services,
• first level study programme from other professional fields not covered in the previous paragraph, if before the enrollment he / she completed the study obligations essential for the continuation of studies in the scope of 13 ECTS credits. Additional study obligations in the amount of 13 ECTS points that the student must complete are: Human Resources Management 7 ECTS points and Organization of Education 6 ECTS points,
• study programme for the acquisition of professional higher education, adopted before 11 June 2004, in the relevant professional fields: social sciences, educational sciences and teacher education, humanities, social, business, administrative and legal sciences, natural sciences, mathematics and computer science, engineering, production technologies and construction, health and social services
• a study programme for the acquisition of professional higher education, adopted before 11 June 2004, in other professional fields not covered in the previous paragraph, if before enrollment he has completed study obligations essential for continuing studies in the amount of 13 ECTS credits. Additional study obligations in the amount of 13 ECTS points that the student must complete are: Human Resources Management 7 ECTS points and Organization of Education 6 ECTS points.
In accordance with Article 38b of the Higher Education Act, candidates who have completed equivalent education abroad also meet the conditions for enrollment in the second-cycle study program Organization and Management of Personnel and Education Systems.

ISCED field

Field
Poslovne in upravne vede, pravo

ISCED subfield

subfield poslovanje in upravljanje, menedžment

Qualification level

SQF 8
EQF 7
Second level

Learning outcomes

The qualification holder will be able to:

General competences:

General competences of a graduate of the second level master's study program Organization and management of personnel and educational systems: In the master's study programme the student acquires in-depth knowledge in broader professional fields, qualification for new sources of knowledge in professional and scientific field, and in new or changed circumstances, taking responsibility for leading the most demanding work systems and for developing critical reflection, social and communication skills to lead teamwork. An obligatory component of these programmes are project tasks in the work environment or basic, applied or research and development tasks.
Competence is the behavior by which an individual can efficiently and successfully perform a particular job. It is based on adequate physical, social, mental and spiritual potential, knowledge, skills, values, beliefs and is reflected above all in the ability to make effective use of the resources available. A person is competent if he has the appropriate potential, which enables him to acquire current knowledge. On this basis, he can develop skills that he can use effectively in a certain field. At the same time, his values, attitudes and beliefs are also important. He also needs motivation to demonstrate competence. Based on his / her competences, he / she can do his / her work effectively, and he / she is successful in doing so if this knowledge is needed (appreciated). Efficiency is certainly also the ability to exploit the resources available. First and foremost is the exploitation of one's own resources, especially creativity, the exploitation of the potentials of colleagues (intellectual capital) and classical resources (money, equipment, space and time). A person is competent even if he is not motivated to work, while he must be motivated for his efficiency. General competence derives from the universal basic knowledge of the subject or program. General competencies make up the general profile of the graduate. Within the study process, not only knowledge develops in the direction of competence, but also the attitude towards the use of this knowledge, which is an educational component, but inextricably linked to education.

Individual competences cannot be developed in an individual (the skill of color separation) because he has no dispositions for them, while others can be developed throughout life (language learning). In the pilot study, we identified as relevant cognitive competences (ANALYTICAL, CONCEPTUAL THINKING; RESEARCH LEARNING; CREATIVE PROBLEM SOLVING) that are the basis for understanding, logical reasoning and anticipation; personality (POSITIVE SELF-IMAGE; INITIATIVE; PERSEVERANCE; TRIP TO SUCCESS; EMOTIONAL STABILITY), which are the basis of individual maturation, development of responsibility and reaching maturity; operational - the basis of functional efficiency and literacy; relational (SENSE OF INTERPERSONAL RELATIONS, COMMUNICATIVE, TEAMWORK AND COOPERATION, USER-ORIENTED), develop reciprocity and cooperation; managerial (INFLUENCE ON OTHERS, DECISION AUTONOMY, FLEXIBILITY AND FLEXIBILITY, ETHICS), provide the basis for the development of management and leadership organizational roles and organizational, provides a basis for the use and coordination of available resources in time and space.

Subject-specific competences:

Subject-specific competences of the graduate of the second level master's study programme Organization and management of personnel and educational systems:
After completing the study, the graduate is qualified to plan and implement scientific research and development work in the field of human resources and educational activities in the organization, at the scientific research institution and at the higher education organization. It is equipped with a variety of methodological knowledge and tools with which it can research the processes of finding and selecting staff, measure and evaluate their mental potentials, quality of knowledge, determine the competences required by work and the actual competencies of employees. He is familiar with the use of information expert tools to select people for key organizational roles. He is qualified to conduct research on employee satisfaction, organizational atmosphere, parameters of organizational culture, work motivation, creativity and relationships, and communication between employees. He masters the methods of discovering the needs for new knowledge and professionally supports knowledge management processes.
The scientific research competence of a 2nd level graduate is supported by knowledge in the field of in-depth analytical methodological approaches, systems theory, stochastic processes and decision theory.

The modular way of study offers the student the possibility of creating a professional profile by choosing the appropriate subject sets that coincide either with his individual interests or with the needs for specialist knowledge in a particular organization.

Assessment and completion

Examination performance is graded as follows: 10 (excellent); 9 (very good: above-average knowledge but with some mistakes); 8 (very good: solid results); 7 (good); 6 (adequate: knowledge satisfies minimum criteria); 5–1 (inadequate). In order to pass an examination, a candidate must achieve a grade between adequate (6) and excellent (10).

Progression

A student progresse to the second year if he / she has accumulated at least 45 ECTS by completing the obligations of the first year.

Exceptional progression to a higher year, repetition of the year, faster progression and other matters are dealt with by the provisions of the Statute of the University of Maribor.

Transitions

Third-cycle doctoral study programmes (SQF level 10)

Condition for obtaining certificate

The student completes the study upon fulfillment of all anticipated obligations in the programme and successfully defends the master's thesis and collects a total of at least 120 ECTS.

Awarding body

University of Maribor, Faculty of Organizational Sciences

URL

https://fov.um.si/en