



HUMAN RESOURCE MANAGEMENT

Basic data of the subject	
Academic Unit:	Faculty of Life and Environmental Sciences
Course title:	Human Resource Management
Study program:	Agribusiness
Level of study:	Bachelor (BSc)
Course status:	Elective (E)
Study year:	3 year / 5 semester
Number of hours per week:	2 + 2
Credit value – ECTS:	6 ECTS
Time/location:	To be announced
Lecturer:	Prof. asoc. dr. Sadik Maloku
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Course description:	This course delves into the fundamental principles and practices of Human Resource Management (HRM). Students will explore the role of HRM in organizations, covering topics such as recruitment, training, performance appraisal, employee relations, and legal considerations. Emphasis will be placed on developing practical skills for effective people management and fostering a deep understanding of the strategic importance of human resources in organizational success.
Course objectives:	This subject aims to provide advanced knowledge, to train students to use specific theories, concepts and methods of human resource management. The teaching program- curriculum is focused on presentation of early development of theories that affect resource management, and then manner of the works organizing till motivation of the employees, evaluation and reward of their performance as well as safety at work. Students shall understand why it is necessary human resources management. Students shall gain knowledge on planning, recruitment, selection, motivation, communication, development, and performance evaluation.
Learning outcomes:	Upon completion of this course, students will be able to: ▪ Examine the fundamental concepts and theories of Human Resource Management. ▪ Understand the strategic role of HRM in achieving organizational goals. ▪ Develop practical skills in recruitment, training, and performance management. ▪ Explore the legal and ethical considerations in HRM practices. ▪ Analyze employee relations and engagement strategies. ▪ Foster an understanding of diversity and inclusion in the workplace. ▪ Investigate contemporary challenges and emerging trends in HRM. ▪ Enhance critical thinking through case studies and real-world applications.



Contribution on student load (must correspond with learning outcomes)			
Activity	Hours	Days/week	Total
Lectures	2	13	26
Exercise theoretical/laboratory	2	13	26
Practice work	/	/	/
Contact with lecturer/consultations	1	15	15
Field exercises	/	/	/
Mid-terms, seminars	4	2	8
Homework	1	9	9
Individual time spent studying (at the library or home)	2	15	30
Final preparation for the exam	2	15	30
Time spent in evaluation (tests, quiz, final exam)	2	2	4
Projects, presentations, etc.	2	1	2
Total			150 hours (6 ECTS)
Teaching methods:	Lectures, exercises, discussions, consultations, course projects, homework, midterm exam, final exam.		
Evaluation methods:	▪ Regular and active attendance: 10%, ▪ Midterm exam: 20%, ▪ Course project: 20%, ▪ Final exam: 50%.		
Literature			
Basic Literature:	Dessler, G. (2020). "Human Resource Management." A comprehensive textbook providing a solid foundation in HRM principles, practices, and strategic considerations. Bratton, J., & Gold, J. (2018). "Human Resource Management: Theory and Practice."		
Additional Literature:	Menaxhimi i burimeve njerëzore Prof. Dr. Galantina Canco(Doraci), Shtëpia Botuese: “Promo Print sh.p.k”. Viti i Botimit: 2018 (ribotim)		

Designed study plan:		
Week	Lectures	Exercises
First week:	Course Presentation and Introduction to MRH	Distribution of the semestral project topics.
Second week:	MRH, the key to business success	Quizzes and case studies related to the topic of the first week lecture.



Third week:	Individual behavior	Quizzes and case studies related to the topic of the second week lecture.
Fourth week:	The environment of the organization	Quizzes and case studies related to the topic of the third week lecture.
Fifth week:	The management team	Quizzes and case studies related to the topic of the fourth week lecture.
Sixth week:	Communication & Interviews	Quizzes and case studies related to the topic of the fifth week lecture.
Seventh week:	Colloquium 1 - First intermediary evaluation	Quizzes and case studies related to the topic of the sixth week lecture.
Eighth week:	Personnel Selection & Employee Treatment	Quizzes and case studies related to the topic of the seventh week lecture.
Ninth week:	Basics of motivation	Quizzes and case studies related to the topic of the eighth week lecture.
Tenth week:	Performance evaluation	Quizzes and case studies related to the topic of the ninth week lecture.
Eleventh week:	Wages	Quizzes and case studies related to the topic of the tenth week lecture.
Twelfth week:	Human Resource Development	Quizzes and case studies related to the topic of the eleventh week lecture.
Thirteenth week:	Sustainable Management in Global Competition	Quizzes and case studies related to the topic of the twelfth week lecture.
Fourteenth week:	Colloquium 2 - Second Intermediary Assessment	Quizzes and case studies related to the topic of the thirteenth week lecture.
Fifteenth week:	Presentation of seminar papers	Presentation of the semester projects.
Academic policies and rules of conduct:		
▪ Student should be aware of and respect the institution and Code of ethics. ▪ Student should respect the schedule of lectures, exercises and be attentive. ▪ It is mandatory possess and present student ID card in the mid-terms and exam, ▪ During compilation of course projects, student must adhere the instructions given by the professor. ▪ During the exam is forbidden the use of mobile phones.		