

SYLLABUS

Course basic data	
Academic unit:	Faculty of Truism and Environment
Course title:	STRATEGIC HUMAN RESOURCES MANAGEMENT
Level:	Master
Course status:	Mandatory
Year of study:	I
Number of hours per week:	3
Value in credits – ECTS:	5
Time / location:	
Course leader:	Prof. As. Dr. Bislim Lekiqi
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Course description	
	<p>This course includes advanced knowledge on human resource management, which addresses topics such as: Strategic human resource management - understanding, Quantitative and qualitative HR planning and enterprise strategy Recruitment, retention of HR and employer brand, Selection of HR and HRM on time, HR Marketing as the key to earning, maintaining and recovering HR, Performance and talent management, Strategic Stimulus Design and HR Assessment, Sustainable and comprehensive competency management, Employee and team leadership and Trust Management, Mental and physical health in the workplace, Senior management training to balance work and life, A general model of studying work behavior, Personality & Perception, HR development, HR survey, formulation of topics and questions Approach of Kosovar Businesses Towards Strategic HR Management, HR Intercultural Leadership and Diversity Management, The Future of the Working World 2030 as a challenge of HRM and the design of human work systems, Presentation of research papers. Lectures will be illustrated with practical examples of planning, recruitment, selection, survey, practical software application.</p>
Course aims:	<p>The aim of the course is to possess the skills and competencies for a strategic approach to human resource management based on the enterprise strategy, through quantitative and qualitative planning as well as providing the right human resources through proper marketing and adequate forms of recruitment, through mastery of social media in a changing environment, through diversity management, taking into account expectations for</p>

	the future of the world of work and taking appropriate action through the design of humane work systems. In this context, be informed about the importance of extracting information through surveys, the results of which will serve managers for decision making.
Learning outcomes:	<p>Upon successful completion of the module, the student should be able to:</p> <ul style="list-style-type: none"> • Make the connection between human resource management and enterprise strategy, which results in strategic human resource management. • Possess the skills and competencies of qualitative and quantitative planning of human resources as well as their provision through proper marketing and adequate recruitment process, systematization, evaluation and motivation. • Manage situations in the intercultural environment through diversity management, understanding the future of the world of work through the design of humane work systems • Apply HR survey / research instruments and use the results to achieve consistency between the interests of the enterprise and its employees.

Contribution in Student's learning (should correspond with Students learning outcomes)

Activity	Hrs	Days/weeks	Total
Lectures	2	15	30
Theory/Lab exercises	1	15	15
Practical work	3	2	6
Contact hours/consultations with lecturer	1	5	5
Exercises in the field (study visits)	4	1	4
Tests, seminars			
Home work			
Student's independent study time (library or home)			32
Final preparation for exam	6	3	18
Time spent during assessment (tests, quizzes, final exam)	1	3	2
Projects, presentations, etc.	4	2	8
Total			125

Teaching methodology:	Interactive lectures with students on the topics taught, orientation in the elaboration of the material by taking case studies which will be discussed in
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	groups, learning based on a problem presented, presentation in groups by students and role play, practical lessons for subject and commitment for the student to present the knowledge gained during the lecture.
Assessment methods :	10% - Attendance 10% - Commitment, 30% - Research project 50% - Final exam (written or oral), The written exam has 10 questions, from which students must select 5 of them. The oral exam has 5 open-ended questions. Points from presence, commitment, Research Project are transferred. Extra points can be earned for special engagement.
List of references	
Basic literature:	<ol style="list-style-type: none"> 1. Ruth Stock-Homburg, Strategisches Personalmanagement, Springer Fachmedien Wiesbaden, 2013 2. Ahmet Ceni, Menaxhimi i burimeve njerëzore, Prishtinë, 2016
Additional literature:	<ol style="list-style-type: none"> 1. Florian Dorozalla, Strategisches Personalmanagement und demografischer Wandel, Springer Fachmedien Wiesbaden 2013 2. Bernhard Rosenberger, Modernes Personalmanagement, Strategisch – operativ – systemisch, Springer Fachmedien Wiesbaden GmbH, 2017 3. Paul Benfield and Rebecca Kay: “The introduction to human Resource Management”, Oxford University, 2011 4. Ymer Havolli: “Menaxhimi i Burimeve Njerëzore”, Riinvest, botimi I katërt, 2009
Lectures timeline:	
Week	Lectures
First week:	Presentation - introducing students to the syllabus of the course, Strategic human resource management- understanding
Second week:	Basics of strategic human resource management, Quantitative and qualitative HR planning and enterprise strategy - practical examples of quantitative and qualitative planning
Third week:	Recruitment, retention of HR and the brand of employers, Selection of HR and HRM in times of crisis - practical examples of recruitment and selection
Fourth week:	HR marketing as a key to earning, maintaining, and recovering HR, Using social media as a Tool for Employer Brand and

	Generation Y
Fifth week:	Performance and talent management, Strategic Stimulus Design and HR Assessment
Sixth week:	Sustainable and complete management of competencies
Seventh week:	Employee and Team Leadership and Trust Management
Eighth week:	Mental and physical health in the workplace Senior management training for work-life balance
Ninth week:	A general model of the study of behavior at work
Tenth week:	Personality & Perception
Eleventh week:	HR development Initial and continuing education
Twelfth week:	HR survey, formulation of topics and questions - practical work with application software
Thirteenth week:	Access of Kosovar businesses to strategic HR management - study visits and surveys (internship)
Fourteenth week:	HR Intercultural Leadership and Diversity Management The future of the world of work2030 as a challenge to HRM and the design of humane work systems
Fifteenth week:	Presentation of research papers - practical demonstration with application software

Academic policies and rules of conduct:

Regular attendance, maintaining the order and active engagement in dialogue during lectures and exercises is compulsory.