

## SYLLABI

<b>Basic data of the subject</b>	
<b>Academic unit:</b>	<b>Faculty of Management</b>
<b>Program:</b>	<b>Business Management and Entrepreneurship</b>
<b>Course title:</b>	<b>Business Law and Ethics,</b>
<b>Level:</b>	<b>Bachelor</b>
<b>Subject status:</b>	<b>Obligatory</b>
<b>Year of studies:</b>	<b>II</b>
<b>Semester:</b>	<b>IV</b>
<b>Number of hours per week:</b>	<b>3</b>
<b>Credit value – ECTS:</b>	<b>5</b>
<b>Time / location:</b>	<b>UASF</b>
<b>Subject professor:</b>	
<b>Contact details:</b>	
<b>Course Description</b>	The course focuses on the role of legal provisions and ethics in organizational business success and leadership development. The scientific literature used includes topics on Business Law - social norms and legal sources, Artificial Intelligence and Business Law, Laws related to business activity, Contracts, Foreign Direct Investments, Intellectual Property (IP) - types of IP, Market and intellectual property in the EU, Procedures Bankruptcy, Reorganization and Liquidation of businesses, Out-of-court resolution of business disputes, The importance of applying Ethics in business, Ethical decision-making, Corruption and transparency, as well as other topics related to the subject.
<b>Purpose of the course</b>	The aim of the module is for students to develop as legally capable leaders who are able to accelerate career success by understanding the legal aspects of their business responsibilities, as well as to show how companies applying business ethics can achieve competitive advantage in accordance with personal and organizational values using the law responsibly to create economic value. This module will enable students to examine the basic legal principles of business situations in Kosovo, as well as an overview of European-international Business Law.
<b>Expected learning outcomes</b>	<p>After completing this course, students will:</p> <ol style="list-style-type: none"> <li>1. Build identification skills of legal sources of business law, <b>(ECTS: 0.60)</b>,</li> <li>2. Understand the role of Artificial Intelligence in Business Law and Ethics, <b>(ECTS: 0.40)</b>,</li> <li>3. Define statutory legal provisions in the function of business law, <b>(ECTS: 1)</b>,</li> <li>4. List legal options for resolving business disputes and for IP, <b>(ECTS: 1)</b>,</li> <li>5. Adapt contractual legal norms in the business field and the use of the Brand, <b>(ECTS: 0.50)</b>,</li> <li>6. Create conceptual skills to make ethical legal decisions for business and personal values, <b>(ECTS: 0.50)</b>,</li> </ol>

	<p>7. Apply the ethical approach to business in the context of combating informality, (ECTS: 0.40),</p> <p>8. Demonstrate basic competencies to participate in teamwork, (ECTS: 0.60),</p>		
<b>Contribution to the student workload (which should correspond to the student's learning outcomes)</b>			
Activity	Hours	Days/week	Total
<b>Lectures</b>	2	15	30
<b>Theoretical exercises/tasks</b>	1	15	15
<b>Practical work</b>	5	1	5
<b>Contacts with teachers – consultations</b>	1	5	5
<b>Preparation for project assignments</b>	1	5	5
<b>Course project - Test (planning + implementation)</b>	2	2	4
<b>Homework</b>	1	5	5
<b>Student's own study time (in the library or at home)</b>			35
<b>Final exam preparation</b>	2	5	10
<b>Time spent on assessment (tests, final exam)</b>	2	3	6
<b>Projects, presentations, etc.</b>	1	5	5
<b>Total</b>			<b>125</b>
<b>Teaching methodology and learning methodology</b>	The lecture will be organized following the student in the center, the students' opinion will be heard about the literature that will be used, about the way the lecture will be organized, which will be coordinated with the students for interactive discussions related to the topics taught by taking case studies which will be discussed in the group, practical-group visit with students, teaching based on a presented problem, commitment for the student to present the knowledge gained during the lecture and the presentation of works related to the processed material.		
<b>Assessment methods and passing criteria</b>	<p><b>The Assessment method</b> – is based on three activities – on which the final grade will be built (there may be more activities decided by the course professor):</p> <ul style="list-style-type: none"> <li>• Activity and Engagement in the lesson.....max 20 points (%),</li> <li>• Presentation of the project/seminar paper.....max 10 points (%),</li> <li>• Final exam (or two tests).....max 70 points (%),</li> </ul> <p><b>Passing criteria</b> related to the activities foreseen by the assessment method:</p> <p><b>1. Activity and Engagement in Learning – is assessed with 20 points (%) out of 100 points (%) possible:</b></p> <ul style="list-style-type: none"> <li>• Activity in the lesson (10 points (%)) - means that the student is active and involved in interactive discussions between professors and students, students and students, opening up new topics that are related to the subject, providing ideas, opinions, critical thoughts with the aim of stimulating debate during lectures.</li> <li>• Engagement (10 points (%)) - means that the student completes</li> </ul>		

and presents the tasks that are assigned at the end of each lecture and then discussed at the beginning of the next lecture.

**Goal:** Encouraging critical thinking and creative solution of real situations related to the problems posed - related to teaching and learning in the subject module.

**2. Drafting and presenting a project/seminar paper - is assessed with 10 points out of 100 points (%) possible,**

Within the semester, the student (can be a group of students – no more than 3 students) must prepare a project/seminar paper (Word and PowerPoint), the same paper must be presented during the hours designated for presentation. The presentation will last a maximum of 15 minutes.

The topic of the paper can be proposed by the professor or by the student – the topic proposed by the student must be approved by the professor, and it must be fully correlated with the course.

The paper is presented to the group and evaluated based on the quality of content, analysis, creativity and ability to present it clearly.

<b>Project/seminar paper evaluation criteria</b>	
<b>Component</b>	<b>Points (%)</b>
Structure and Purpose of the paper	<b>3</b>
Content/explanation of the paper	<b>4</b>
Conclusions drawn and presentation of the paper	<b>3</b>
<b>Total:</b>	<b>10</b>

**Goal:** development of research, analytical and scientific skills, through addressing a specific topic independently and academically - related to teaching and learning in the subject module.

**3. The final exam test is evaluated with 70 points (%) out of 100 points (%) possible,**

Within the semester, two Tests (2 x 35 points (%)) are scheduled to be held for students actively engaged in lectures, the first test in the 7th or 8th week and the second test at the end of lectures, the student passes the test if he has at least 18 points (%), since the student is assessed as having passed the first test, then the student can take the second test, the student has the right to take directly the final exam - oral or written. The student will be subject to the final exam test, after the completion of the course lectures and on the exam deadlines determined by the University Senate.

The purpose of the exam is to assess the knowledge, skills, abilities and competencies of the student, related to the learning outcomes foreseen in the material of the lectured course.

The exam test (question form) must be completed individually by the student and the same is evaluated according to the criteria and contains:

- ◆ objective multiple-choice questions, these will be used to assess the student's ability to recall and recognize concepts and course material.....**30 points (%)**,
- ◆ subjective questions of the type of topic for explanation/written answer/tasks - for which the student

	<p>himself must be able to provide answers related to the material of the lectured course, the same answers will be used to assess the student's understanding and abilities to apply the knowledge acquired in the analysis, synthesis/evaluation of the problem.....<b>40 points (%)</b>,</p> <p><b>Purpose of the test:</b> to assess the acquisition of learning outcomes and the ability to apply them in practical situations.</p> <p>The student passes the exam if he/she <b>collects 50 points (%)</b> from all activities foreseen by the assessment method,</p> <p><b>Grades at UASF:</b></p> <table border="1"> <thead> <tr> <th>Grade</th><th>ECTS/Grade</th><th>Points/Percent (%)</th><th>The definition</th></tr> </thead> <tbody> <tr> <td>10</td><td>A</td><td>90 - 100</td><td>Excellent</td></tr> <tr> <td>9</td><td>B</td><td>80 - 89</td><td>Excellent</td></tr> <tr> <td>8</td><td>C</td><td>70 - 79</td><td>Very good</td></tr> <tr> <td>7</td><td>D</td><td>60 - 69</td><td>Good</td></tr> <tr> <td>6</td><td>E</td><td>50 - 59</td><td>Sufficient</td></tr> <tr> <td>5</td><td>FX/F</td><td>0 - 49</td><td>Insufficient</td></tr> </tbody> </table>	Grade	ECTS/Grade	Points/Percent (%)	The definition	10	A	90 - 100	Excellent	9	B	80 - 89	Excellent	8	C	70 - 79	Very good	7	D	60 - 69	Good	6	E	50 - 59	Sufficient	5	FX/F	0 - 49	Insufficient
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<b>Concretization tools – IT</b>	Use of SMART-board, Internet, wireless, computer, projector, PowerPoint, Use of "on-line" platforms and tools to support communication and team collaboration, etc.																												
<b>The ratio between the theoretical and practical part of the study</b>	<p><b>70% - Theory,</b>  <b>30% - Theoretical exercises/tasks,</b></p> <p>This report aims to analyze the connection between the theoretical knowledge acquired during the lectures provided in the course module and the implementation of practical exercises (practical visits, exercises with students, student quizzes in class, etc.)</p> <p>Of the total 125 hours planned for the course, the division is made according to the ratio of 70% with a focus on theory and 30% on practice.</p> <ul style="list-style-type: none"> <li>• 88 hours are dedicated to theoretical lectures, including the acquisition of basic concepts, methodologies and standards foreseen in the subject module.</li> <li>• 37 hours are focused on practical exercises, work visits, case studies, group work and development of simulation projects.</li> </ul> <p>Distribution of 5 ECTS</p> <ul style="list-style-type: none"> <li>❖ 3.5 ECTS (70%) are dedicated to the theoretical part;</li> <li>❖ 1.5 ECTS (30%) are dedicated to the theoretical exercises/tasks;</li> </ul> <p>This division reflects the balance between acquiring basic concepts and applying them through practical activities.</p>																												
<b>Literature</b>																													
<b>Basic literature:</b>	<ol style="list-style-type: none"> <li>1. Armand Krasniqi – “E Drejta Biznesore”, Prishtinë 2016,</li> <li>2. Ismail Mehmeti – “E Drejta Biznesore dhe Etika”, Ferizaj 2025 (Ligjëratë e autorizuar),</li> <li>3. Ymer Havolli – “Etika ne Biznes”, Prishtine 2014,</li> </ol>																												
<b>Additional literature:</b>	<ol style="list-style-type: none"> <li>1. Orkida Totojani dhe Enkela Hoxha – “E Drejtë Biznesi”, 2017, Tirane,</li> </ol>																												

	<p>2. Oswald, L. &amp; Pagnattaro, M. – “Managing the Legal Nexus Between Intellectual Property and Employees: Domestic and Global Contexts”, Edward Elgar Publishing, Inc. 2015,</p>
<b><u>Additional information</u></b> – Scientific Paper from the course professor:	<p>*Scientific Paper - by the authors: I. Mehmeti, A. Terstena, H. Krasniqi, A. Bushi and G. Deda, entitled - "Legal forecasts and the need for adaptation of skills according to the requirements of the labor market in the modern economy - Focus Kosovo".</p> <p>Presented at the Scientific Conference - "International multidisciplinary scientific research congress", Sivas Cumhuriyet University, Sivas, Türkiye, July 04-06, 2025, Proceeding's book, page 722, ISBN 979-8-89695-107-0</p> <p>Paper link::  <a href="https://www.iksadkongre.com/_files/ugd/614b1f_dbb0359da31d4431a5e2f ae6167ab5ea.pdf">https://www.iksadkongre.com/_files/ugd/614b1f_dbb0359da31d4431a5e2f ae6167ab5ea.pdf</a></p>
<b>Designed lesson plan:</b>	
<b>Week</b>	<b>The lecture that will be held</b>
<b>First week</b>	<p><b>Presentation - informing students of the course syllabus, Business Law, Legal sources - laws and other by-laws related to the economic field,</b></p> <p>It is an introductory lecture, the students are introduced to the subject syllabus, they choose the working groups for drafting the project/thesis, it starts with a comprehensive lecture on business law as a scientific discipline, the students will be introduced to the legal sources of the law, specifying the primary sources of law and secondary sources, students will be introduced to social norms, there will be interactive discussions with students - who will select the topics for the papers they will perform during the cycle of lectures within the semester.</p> <p>Expected result no. 1.</p>
<b>Second week</b>	<p><b>Artificial Intelligence in Business Law and Economic Entities, Law on SHT, Legal Principles for Commercial Companies and Their Types,</b></p> <p>In this lecture, students will be introduced to the importance that Artificial Intelligence has gained in relation to legal sources in Business Law, then to the legal provisions that regulate the business field in Kosovo - specifically the Law on Commercial Companies which specifies who the subjects of business law are and the principles of the function of these companies in Kosovo, discussion with students on eventual proposals that they find reasonable related to the subject.</p> <p>Expected result no. 1 and 2,</p>
<b>Third week</b>	<p><b>Contracts and Business Law, Foreign Direct Investments, Labor Law, Discussion with students on distribution of tasks,</b></p> <p>In this lecture, there will be exercises and lectures, students will be informed about the provisions of the Labor Law in Kosovo, the types of</p>

	<p>business contracts, the importance of contracts in the business activities of registered businesses, who is responsible and how eventual disputes are resolved. mentioned in business contracts, there will be group discussions with students about FDI (Foreign Direct Investments),</p> <p>Expected result no. 1 and 2.</p>
<b>Fourth week</b>	<p><b>Intellectual Property (trademark, patents, licenses, copyright, service model, trade secret, industrial design, geographical indication, domain names, database), group discussion with students,</b></p> <p>In this lecture, there will be a discussion with the students about the material of the previous lectures, the students will be informed about the term Intellectual Property, then the definition of Copyright and related rights, how this field is regulated by legal provisions, what are the benefits of authors who protect their rights that are enabled by the law on copyright and related rights, the students will present (group discussion) about their work activity, the students will be asked for their opinion on the progress of the lectures and possible suggestions for change or improvement.</p> <p>Expected result no. 4.</p>
<b>Fifth week</b>	<p><b>Trademarks such as IP, Market and intellectual property in the EU, group discussion for student presentations,</b></p> <p>In this lecture, there will be group discussions with students - repetition, the students will be informed about the definition of the trademark, the importance of a trademark for commercial business and penetration into a target market, how this field is regulated by legal provisions in our country, what regulates the law on Trademarks in our country, then on the Market and IP in the EU, group discussions with students who will present their works,</p> <p>Expected result no. 5.</p>
<b>Sixth week</b>	<p><b>Copyright of IP, interactive activity with students for papers,</b></p> <p>In this lecture there will be a repetition, students will be introduced to the definition of Copyright and related rights, who protects their rights that the law on copyright and related rights allows, who can use the benefits of the law and which areas it covers, students will present their papers and an interactive discussion will be organized,</p> <p>Expected result no. 4,</p>
<b>Seventh week</b>	<p><b>Patents as IP processes, Topic from the scientific paper,</b></p> <p>In this lecture there will be a repetition, students will be introduced to the Patent as IP, how this field is regulated by legal provisions, what are the benefits of authors and inventors, who protect their rights that the patent law allows. Topic from the scientific paper will be discussed with students, Interactive discussions on the material of the processed course. The first written test is foreseen,</p> <p>Expected result no. 4,</p>
<b>Eighth week</b>	<b>Bankruptcy, Reorganization and Liquidation, group discussion (role</b>

	<p><b>play by students related to the topic)</b></p> <p>In this lecture, there will be an interactive discussion with a focus on repetition of the previous lecture, students will be informed about the procedure of Bankruptcy, Re-organization and Liquidation, with the legal provisions that regulate this field, the beginning of the bankruptcy procedure, how to start the procedure of bankruptcy, how is the possibility for re-organization of the subject in bankruptcy and how the law foresees the liquidation procedure, the students will present the papers and there will be a group discussion, the students will be asked for their opinion on the progress of the lectures and possible suggestions for change or improvement.</p> <p>Expected result no. 4</p>
<b>Ninth week</b>	<p><b>Out-of-court settlement of business disputes, group activity with students (student competition quiz related to the topic),</b></p> <p>In this lecture there will be repetition, the students will be informed about the legal provisions that regulate the field for choosing disputes through mediation, negotiation and arbitration as an opportunity to find solutions to business disputes out of court, the students will be informed about how mediation, negotiation is carried out and the arbitration procedure between the parties in dispute and how this issue is regulated by legal provisions, there will be a group activity with students,</p> <p>Expected result no. 3 and 4,</p>
<b>Tenth week</b>	<p><b>Ethics in business, Respect, Responsibility and Results as a determinant of business success</b></p> <p>In this lecture there will be repetition, students will be informed about the importance of business ethics, ethical principles in business and why they are important to respect, there will be group discussions - presentations by students of their pre-determined projects .</p> <p>Expected result no. 6,</p>
<b>Eleventh week</b>	<p><b>Artificial Intelligence and Business Ethics, Rules and procedures – their respect and ethical impact on business,</b></p> <p>In this lecture there will be exercises-repetition, students will be introduced to the importance of using Artificial Intelligence for Business Ethics, the importance of implementing the rules and procedures foreseen for the functioning of work in a business, how important are the values, promises and their practical implementation, presentation and group discussion with students,</p> <p>Expected result no. 2 and 6,</p>
<b>Twelfth week</b>	<p><b>Making ethical business decisions, student group work,</b></p> <p>In this lecture there will be repetition - exercises related to the lectured topics, students will be informed about the importance of ethical decisions for business, identifying values, beliefs and hopes for positive business and ethical decision-making, presentation by students of research projects,</p>

	Expected result no. 6,
<b>Thirteenth week</b>	<p><b>Business participants and ethical issues, interactive discussion with students,</b></p> <p>In this lecture, there will be a repetition, the students will be informed about the importance of an ethical approach for business participants such as workers, owners, management, suppliers, buyers, etc., why conflict arises in business - the reasons, how important honesty is, without - dealing with ethical business issues, students will present their works, if possible, the possibility of organizing a working visit to an institution, company or an organization that deals with the business field will be considered,</p> <p>Expected result no. 6 and 7,</p>
<b>Fourteenth week</b>	<p><b>Corruption and its origin, group discussion with students - papers, repetition of the processed material,</b></p> <p>In this lecture, there will be a repetition of the lectured topics, students will be introduced to the term corruption, the level and forms of corruption, what could be the economic consequences of corruption, the causes of bribery as part of corruption, there will be a group discussion with students for student presentations.</p> <p>Expected result no. 7 and 8,</p>
<b>Fifteenth week</b>	<p><b>Transparency</b> - interactive discussions about the material of the processed subject - Second written test,</p> <p>Expected results no. 8.</p>
<b>Academic policies and rules of conduct</b>	
<p>The student is obliged to attend lectures regularly and to have correct behavior towards colleagues and University staff, maintaining calm and active engagement in lectures and exercises is mandatory. During lectures and exercises, eating, whispering that hinders work in the classroom and the use of mobile phones are PROHIBITED. At the same time, mobile phones must be turned off or put on silent and not used during lectures or exercises. Lack of academic integrity (including plagiarism, copying another person's work, use of unauthorized aids in exams, cheating, etc.) will not be tolerated. If there are doubts about the authenticity of the work submitted, the professor has the right to ask the student to verify his/her work. This can be done through: repeating the work, written or oral testing, surprise quiz or any other action deemed necessary by the lecturer.</p>	