**Course title: Strategic Human Resource Management**

|  |  |  |  |
| --- | --- | --- | --- |
| **Course Basic Information** | | | |
| **Academic Unit:** | Management | | |
| **Course title:** | Strategic Human Resource Management | | |
| **Level:** | Master | | |
| **Course Status:** | Mandatory | | |
| **Year of Study:** | First year (Semester II) | | |
| **Number of Classes per Week:** | 2+0 | | |
| **ECTS Credits:** | 8 ECTS | | |
| **Time /Location:** | Wednesday: (16-18) Salla 7 | | |
| **Teacher:** | Enver Kutllovci | | |
| **Contact Details:** | [enver.kutllovci@uni-pr.edu](mailto:enver.kutllovci@uni-pr.edu)  Consultation schedule: Tuesday (11:00-12:30), Thursday (13:00-14:30) | | |
|  | | | |
| **Course Description:** | Strategic Human Resource Management | | |
| **Course Goals:** | This course aims to teach students that the role of human resources has changed significantly over the recent years as a result of rapid changes in the technological, social, economic and political environment and is continuing to turn into a continuous process being considered as a professional field that these resources are accepted as a strategic business partner. | | |
| **Expected Learning Outcomes:** | After completing this course, students should be able:   * To describe the role of human resources in formulating and implementing the strategy * To describe the role of human resources as a firm strategic partner * To recognize the importance and role of human resources according to the types of strategy * To recognize the importance of human resources in the organization’s performance * To clarify the role of human resources in gaining competitive advantage * To clarify the role of human resources strategies in managing cultural differences * To recognize the importance of creating the knowledge management strategy for the organization | | |
| **The importance of course** | It is very important for students to perceive the difference and the need to change the human resources role in the organization from the traditional, administrative and operational to the strategic one. | | |
|  | | | |
| **Student Workload (should be in compliance with student’s Learnign Outcomes)** | | | |
| **Activity** | **Activity** | **Activity** | **Activity** |
| Lectures | 2 | 15 | 30 |
| Theory/ Lab Work/Exercises |  |  |  |
| Practical Work |  |  |  |
| Consultations with the teacher | 2 | 15 | 30 |
| Field Work |  |  |  |
| Test, seminar paper | 2 | 1 | 2 |
| Homework | 1 | 15 | 15 |
| Self-study (library or home) |  |  | 45 |
| Preparation for final exam | 4 | 1 | 4 |
| Assessment time (test, quiz, final exam) | 6 | 1 | 6 |
| Projects, presentations, etc. | 2 | 6 | 12 |
| **Total** |  |  |  |
|  | | | |
| **Teaching Methods:** | The way of learning will be through lectures (also with case studies and seminar papers). Teaching will take place in groups. For each segment of a lecture, the PP presentation is also prepared with the basic principles of the learning unit. In each section of the respective lectures, students are activated with additional comments, questions, and explanations as a result of questions. Students are comfortable to comment, ask and clarify dilemmas and eventual ambiguities. | | |
| **Assessment Methods:** | Assessment of acquired knowledge and skills is done through the following:   * **Exam I 25%** * **Presentation of case studies - critical reviews 25%** * **Final Exam 50%**   The first exam is carried out with a two-hour written examination as 50% of the subject’s curriculum is completed, and the second exam is carried out after the entire material is completed. The final exam is conducted verbally or in writing in suitable groups for objective conditions of the exam. If the exam is held in writing the results are given to students no later than 7 days from the day of the final exam. Students dissatisfied with the outcome have the right to appeal. | | |
|  | | | |
| **Primary Literature:** | 1. Kutllovci, Enver “Menaxhimi i resurseve njerёzore (Qasja strategjike), Prishtinё, 2014 2. Bahtijarevic-Siber, Fikreta “Strateski Menadzment Ljudskih Potencijala”Zagreb, 2014 3. Armstrong, Michael. *Strategic Human Resource Management*, 2008 | | |
| **Additional Literature:** | * 1. Bratton, John and Gold, Jeffrey “Human Resources Management 4th. UK, 2007   2. Noe,Hollenbeck,Gerhart,Wright “Human Resources Management” 2006 | | |

|  |  |  |
| --- | --- | --- |
| **Designed teaching plan** | | |
| **Week** | **Title of the Lecture** |  |
| ***Week 1:*** | Subject introduction (objectives, content, methods of work, literature) | |
| ***Week 2:*** | The concept of human resource management | |
| ***Week 3*:** | Human resource planning methods | |
| ***Week 4:*** | Strategy and strategic resource management concept | |
| ***Week 5:*** | The role of human resources in formulating and implementing the strategy | |
| ***Week 6*:** | Performance evaluation methods and quality management | |
| ***Week 7:*** | The impact of human resources on the organization’s performance | |
|  | Exam-I | |
| ***Week 8:*** | Human capital management | |
| ***Week 9:*** | The role of human resources in gaining sustainable competitive advantage | |
| ***Week 10:*** | The culture impact on human resource management | |
| ***Week 11*:** | Hofstede’s cultural dimensions | |
| ***Week 12*:** | The use of IT in human resource management | |
| ***Week 13*:** | Advantages of using IT in the selection of human resources | |
| ***Week 14*:** | Knowledge Management | |
| ***Week 15*:** | Knowledge Management strategies: The importance of creating the Knowledge Management strategy for the organization | |
|  | Exam-II | |

|  |
| --- |
| **Academic Policies and Code of Conduct** |
| *We start and finish class on time.*  *Tools used during class must be cleaned and stored away at the end of class.*  *Mobile/smart phones, and other electronic devices (e.g. iPods) must be turned off (or on vibrate) and hidden from view during class time.*  *Laptop and tablet computers are allowed for quiet use only; other activities such as checking personal e-mail or browsing the Internet are prohibited.* |

**Note | If a student has more than 3 class assignments evaluated below 50% he/she loses the right on taking the final exam. Evaluation is done from 0-100 %.**