Subject	**Human Resource Management and Employment Relations**			
	Type	**Semester**	**ECTS**	**Code**
	Elective	3	4	
Course Lecturer				

Aims and Objectives	The course aims to introduce the students with the concept and the models of HR management and employment relation. The objectives of the course are to provide main references, theoretical arguments and study approaches concerning the human resource management and employment relations, namely: - Human resource management problems - Strategic role of human resources - Issues relating to the employment contract and legislation - On discipline and dismissal, redundancy - Mergers and sub-contracting, - Discriminations of sex, race, age, disability and other types of discrimination, - Work-life balance, information and consultation - Health and safety - Union recognition and the right to strike.

Learning Outcomes	Upon successful completion of this course, students will have gained and personalized more knowledge of HRM and labour relations theories and practices. Students should be able to: - Understand HRM terminology, functions and main theoretical approaches; - Use and evaluate systems of work performance analysis; - Evaluate tools for recruitment, selection, training, career paths etc.; - Compare, analyse and evaluate strategies for competition in labour market, fair treatment, compensation schemes, trade union and representation activities etc. - Conduct independent research in HRM and labour relations.

Course Content	**Course Plan**	**Week**
	Introduction to the course: Challenges of Human Resource Management.	1
	Workflow Management and Job Analysis	2
	Recruitment and selection process of employees	3
	Management of employee separations, downsizing, and other forms of separations	4
	Employee Performance Evaluation and Management	5
	Legal Framework of Employment Management. Diversity	6
	Workforce training	7
	Career development	8
	Compensation Management	9
	Managing Employee Motivation and Performance	10
	Respecting the rights of employees and managing discipline	11
	International challenges of HRM	12
	Teaching/Learning Activity	**Weight (%)**

Teaching/Learning Methods	1. Lectures			15%
	2. Case studies			15%
	3. Discussions/Critique			15%
	4. Final research project			50%
	5. Final research project defence			5%

Assessment Methods	Assessment Activity	Number	Week	Weight (%)
	1. Case studies & class work	Regular	1-12	20%
	2. Final research project/Presentation	1	13-14	80%

Course resources	Resources	Number
	1. Literature	Multiple
	2. Base data	Multiple
	3. Software - Stata	1
	4. Projector	1

ECTS Workload	Activity	Weekly hrs	Total workload
	1. Lectures and discussions	2	30
	2. Method work	1-2	25
	3. Final research project	2	30
	4. Final research project presentations	1	15

Literature/References	*Obligatory Literature:* 1. *Paul Banfield & Rebecca Kay (2013) "Hyrje në Menaxhimin e Burimeve Njerëzore" (edicioni i fundit ose i parafundit), shqip* 2. *Luis R. Gomez-Mejia, David B. Balkin, Robert L. Cardy (2016) "Managing Human Resources" (8th Edition), Harlow: Pearson Education. anglisht* *Additional recommended literarure:* 3. *Taylor, S. and Emir, A. (2009) Employment Law: an Introduction, 2nd Edition, Oxford: University Press.* 4. *Collins, H., Ewing, K. and McColgan, A. (2005) Labour Law: Text and Materials, 2nd Edition, Oxford.* 5. *Hart. Willey, B (2009) Employment Law in Context, 3rd Edition, Harlow. Pearson.* 6. *Davies, A. (2009) Perspectives on Labour Law, 2nd Edition, Cambridge: University Press Torrington,* 7. *D Hall, L. & Taylor, S. (2008) Human Resource Management, 7th Edition, London: Prentice Hall*
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