



UNIVERSITETI / UNIVERSITY
"ISA BOLETINI"
MITROVİCË

Course Curriculum Model (Syllabus)		
Faculty:	FACULTY OF MECHANICAL AND COMPUTER ENGINEERING	
Department:	Mechanical Engineering and Economics Engineering	
Study Program	MSc. in Manufacturing Technology and Management	
Level:	Master	
Code of the course:	102MTM	
Course:	Human Resource Management and Leadership	
Course Status:	Mandatory	Mandatory/Elective
Semester:	I	Winter/Summer
Number of hours per week:	2+0	
ECTS:	5	
Time / location:	Monday, 13 ⁰⁰ -14 ³⁰ , K-P 07	
Academic Year / Semester	2026/2027	
Language of Instruction:	Albanian (with flexibility in English)	
Lecturer:	Prof. Ass. Dr. Safet Abdullahu	
Assistant:		
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Course Description	This course focuses on modern concepts and practices of human resource management and the role of leadership in contemporary organizations. Students will develop skills to manage recruitment, development, motivation, and employee performance.	
Course Purpose / Course Goals	. The purpose of this course is to equip students with theoretical and practical knowledge on HRM and leadership, preparing them for management challenges in modern organizations.	
Course Objectives	Upon completion, students will be able to: 1. Understand key concepts, theories, and practices of HRM and leadership. 2. Design and implement effective HRM policies. 3. Analyze the impact of leadership on organizational performance. 4. Apply recruitment, training, and motivation methods in various contexts. 5. Manage conflicts and organizational change with modern techniques. 6. Apply ethical standards and social responsibility in HRM and leadership. Apply ethical standards and social responsibility in HRM and leadership.	

Intended Learning Outcomes (ILOs)	• Knowledge: ○ K1: Explain the basic concepts and functions of HRM in organizations. ○ K2: Describe the processes of recruitment, training, and staff development. ○ K3: Identify different leadership styles and their impact. • Skills: ○ S1: Apply recruitment and selection techniques. ○ S2: Develop training and staff development programs. ○ S3: Analyze and manage conflicts in organizations. • Competences: ○ C1: Organize and manage staff performance. ○ C2: Work in teams and demonstrate leadership skills. ○ C3: Apply ethics and social responsibility in HRM.
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	Weeks	Lecture
Program	<i>First week</i>	1. Course introduction: HRM and Leadership
	<i>Second week</i>	2. HRM as a strategic function
	<i>Third week</i>	3. Advanced recruitment and selection
	<i>Fourth week</i>	4. Staff training and development
	<i>Fifth week</i>	5. Performance appraisal systems
	<i>Sixth week</i>	6. Employee motivation and rewards
	<i>Seventh week</i>	7. Leadership styles
	<i>Eighth week</i>	8. Transformational and transactional leadership
	<i>Ninth week</i>	9. Conflict management and negotiation
	<i>Tenth week</i>	10. Organizational culture
	<i>Eleventh week</i>	11. Ethics and social responsibility in HRM
	<i>Twelfth week</i>	12. Effective communication in management
	<i>Thirteenth week</i>	13. Organizational change management
	<i>Fourteenth week</i>	14. Case study in HRM and leadership
	<i>Fifteenth week</i>	15. Course review and exam preparation

Literature / Reading List:	
Literature	Core Texts: - Armstrong, M. (2023). <i>Armstrong's Handbook of Human Resource Management Practice</i>. Kogan Page. - Dessler, G. (2022). <i>Human Resource Management</i>. Pearson. - Northouse, P. (2022). <i>Leadership: Theory and Practice</i>. Sage. Additional: - Storey, J. (2021). <i>Human Resource Management: A Critical Text</i>. Routledge. - Burke, R., & Cooper, C. (2020). <i>Leadership: Research Perspectives</i>. Routledge. Online: - SHRM.org – Society for Human Resource Management - CIPD.org – Chartered Institute of Personnel and Development - Harvard Business Review – Leadership and HRM articles - JSTOR / ScienceDirect – academic articles

Teaching and Learning Methods				
	Contribution to student workload (which should correspond to student learning outcomes - 1 ECTS credit = 25 hours)			
	Activity	Hours	Days/weeks	Total
	Lectures	2	15	30
	Exercise sessions (with TA)	0	0	0
	Practical work	2	7	14
	Office hours	1	15	15
	Fieldwork	1	4	4
	Midterms, seminars	2	2	4
	Homework	3	5	15
	Self-study	2	6	12
	Final exam preparation	3	4	12
	Time spent in exams	2	2	4
	Projects, presentations, etc.	3	5	15
Total				125

Evaluation	Assessment Methods and Criteria: Lectures, group discussions, case studies, practical projects, independent study. Evaluation - Participation and activities – 10% - Assignments / presentations – 30% - Final exam – 60% (according to the Statute and Regulation for studies of UMIB)		
	Final grade	Points (%)	Mark
		91 – 100	10
		81 - 90	9
		71 - 80	8
		61 - 70	7
		51 - 60	6
	Attendance is mandatory; plagiarism and cheating are prohibited and sanctioned according to regulations; respecting deadlines and academic ethics is required. Ethics in teaching: Graphic works should be personal works of each student. There will be no tolerance for copying, "borrowing" from the Internet or any other material. The same or similar works will have negative evaluations in the final evaluation of the student. Time: In agreement with the students, the deadlines for submitting works will be determined. There will be no tolerance for delays in the submission of works. Failure to arrive at the time when the assignment is explained does not justify the student for not submitting the paper. The deadline will be given earlier. If you are going to travel abroad, then you need to submit the paperwork in advance. The student has the right to request a consultation with the professor whenever he / she deems it reasonable and necessary for the performance of his / her work. Rules of conduct and academic policies: - active participation of students in lectures or participation in discussion, comments and free expression of opinion, opinion and academic position (with arguments) - mandatory independent work and use of additional sources of information (various scientific websites, scientific journals, conference proceedings, etc.) - respecting lecture schedules without compromising academic freedom (silent cell phones) of respecting the word, thoughts and ideas of colleagues, - it is not allowed to arrive late and leave without a valid reason from the lecture, test or exam or preparation and holding of relevant lectures, (obligation of the teacher). - if the student is absent more than four times without reason in lectures and exercises, does not receive the signature for attendance. or the student cannot take the exam without an official document, - if the student is dissatisfied with the grade obtained, has the right to complain in writing to the dean, within two working days after the announcement of the results, UMIB Statute or if the student does not follow the rules, in the exam uses tools that are not allowed, it is evaluated with a negative grade. Plagiarism or cheating will be penalized according to university regulations.		