



The establishment of the capacities of human resources and sustainable development

(Resource ID: 340)

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This teaching resource is allocated to following University:

UPHZ - University of Peja "Haxhi Zeka"

Institution:

University Haxhi Zeka

<http://www.sustainicum.at/en/modules/view/340.The-establishment-of-the-capacities-of-human-resources-and-sustainable-development>



Group work



**11 to 30
students**



up to 1 semester



English, Shqip

Please note: module with excess length - more than 7 lecture units required!



Nowadays, human resources are considered to be the valuable asset of every organisation. Taking into consideration the sustainable development, we should think about human capital. The enhancement of its capacities is one of the most necessary requirements for development. Very often, organisations hesitate to invest in their human resources, forgetting that the return of this

investment will be an asset for the organisation itself. The following material, in addition to other benefits will also be a guideline for the managers and/or future leaders of local organisations (present students) who first of all should think about the enhancement of the existing Human Resources capacities, for the impartial recruitment of staff as only in this way they may achieve the purpose and goal of the organisation.

In the 21st century, human resources are the success and the failures of organisations. The enhancement of the human resources capacities will notably influence its development. For our society, the resources of the organisation are simply considered as dependents and not as partners. Therefore, in this material we will explain the importance of the human resources in organisations, highlighting to the audience (students) that well-educated, trained and developed human resources, are not simply an asset of the organisation but of the entire society in general influencing also the sustainable development.

This material will make it easier to understand the importance of the HR capacities constantly training. Being that generally, the lectures are mostly theoretical, a combination between lectures and quizzes will make this idea clearer and it will be easier for them to understand what it means to employ well-educated persons, just like Bill Gates has stated: "The key for us, number one, has always been hiring very smart people", and this means that training organisation efficient employees favours sustainable development, etc.

Therefore:

First session: some case studies will be introduced, focusing on well-known organisations, that have seen their success to the enhancement of human resources capacities and organisations that have not paid the necessary attention to HR and have faced several difficulties. The difficulties of these organisations stick to the fact they need to reflect and understand that HR is the basis of the organisation.

Second session: theoretical lectures on the term *enhancement of capacities*; they will focus mainly on the importance of training and development of HR. There will be taken into account examples identified by the students about the local organisations that have invested in the training and development of their staff.

Third session: a quiz, compiled by the seminar lecturer with questions on

the establishment of the capacities of human resources and the students will test their knowledge gained during the first two hours. Such a quiz is done to encourage the students to actively participate and provide their opinions on the importance of training and development of HR .

Fourth session: HR managers of local organisations and HR managers are invited to speak about their experiences on the recruitment, training and development of the staff. Below, there are several links and case studies of some organisations abroad that might help in the further elaboration of this point.

Fifth session: A study visit to successful organisations, thanks to the appropriate management of HR for investment in them. Such study visits can be held at DEVOLLI CORPORATION, BIRRA PEJA, DEVOLLI GROUP. These organisations have paid special attention to the latest technology, but above all to the development of organisation HR, through the trainings in our country and abroad. In the course of this visit, two groups will meet with each -other: the employees that are trained and the managers of these enterprises where the students will have the possibility to ask about the efficiency of the trainings in the performance of the employees and the entire organisation. The students will also have the possibility to see in practice what they have learned in theory.

Teaching Tools & Methods



Game

Integration of Social Stakeholders

Local organisations and field experts will participate in this seminar.

Strength

- knowledge on the importance of HR in an organisation
- knowledge on the importance of training sessions and further development.
- relations between students and local organisations for later employment opportunities.

Weakness

- readiness of organisations to cooperate.

Learning Outcomes

- The acquisition of the best practices to enhance HR
- The negative effects of organisations that have ignored HR capacities

Relevance for Sustainability

The enhancement of the HR in companies will influence the stability of the organisation itself, the regional progress and the citizens that the organisation employs.

Related Teaching Resources

No specific previous knowledge / related resources required

Preparation Efforts

Low

Preparation Efforts Description

Preparation for theoretical part: 4 hours Quiz preparation : 2 hours
Preparation for the company visit : 4 hours

Access

Free

Assessment

The practical work of the student is estimated.

Credit/Certification Description

Without credit or certification

Sources and Links

Noe, R.(2012). Employee training and development (6th ed.). Boston

McGraw-Hill.

Steven, H. (2014). Common Sense Talent Management: Using Strategic Human Resources to Improve Company Performance. Pfeiffer

<http://eujournal.org/index.php/esj/article/viewFile/3642/3441>

<http://www.macrothink.org/journal/index.php/ijhrs/article/viewFile/5938/4794>

<http://view2.fdu.edu/legacy/hrrolesustpaper.pdf>

<http://www.cisl.cam.ac.uk/publications/publication-pdfs/hr-briefing.pdf>

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