

Human Resource Management Quality in HR Capacity and Turnover in Kosovo Hospitals

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Abstract

Nowadays, there is an increased interest of the business community and public services of different sectors for the management of HR (Human Resources) especially for the importance of circulating capacities. The importance of providing Human Capacities who are capable of making a change and adding value to the organization is extraordinary, adapting Human Resources to the needs of organization, region, business, politics etc. While globalization is involved in every segment of life, then Human Resource Management and Circulation Capabilities are the ones that make the difference. Human Resources Management is a new strategy of the 21-st century that aims to invest in organizational HR, adapting circulating capacities to various organizations and society in general.

This paper examines the case of Kosovo Hospitals, where have been compared public and private entities. The findings clarify what type of HRM model they applied and whether there was a difference between the HRM models applied in these entities, the Capacity of HRM in Quality and Circulation as well as the Impact Factors.

The analysis of primary data was collected through questionnaires, showing that in the case of public and private hospitals there is no substantial difference, the only difference that may be mentioned is the quality of HRM policies in terms of capacity and human resources circulation. In private entities, this quality is higher than in public entities, although not in the degree as is perceived by people.

Keywords: Management, capacities, circular, organization, resources.

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