



AYDIN ADNAN MENDERES UNIVERSITY COURSE INFORMATION FORM

Course Title		Human Resources Management							
Course Code		İŞT219		Couse Level		Short Cycle (Associate's Degree)			
ECTS Credit	4	Workload	100 (<i>Hours</i>)	Theory	2	Practice	0	Laboratory	0
Objectives of the Course		It is aimed to be taught adequately in the theoretical context related to HRM functions and to acquire necessary knowledge and ability for students to apply HRM functions							
Course Content		Issues related to HR functions such as the emergence of human resources management, business analysis, HR planning, HR provision and selection, training and development, performance appraisal, business appraisal and wages will be addressed.							
Work Placement		N/A							
Planned Learning Activities and Teaching Methods				Explanation (Presentation), Discussion, Case Study					
Name of Lecturer(s)		Ins. Tuğba KAVLU							

Assessment Methods and Criteria

Method	Quantity	Percentage (%)
Midterm Examination	1	40
Final Examination	1	70

Recommended or Required Reading

1	İnsan Kaynakları Yönetimi ve Örnek Olaylar, Aydın Yılmaz
---	--

Week	Weekly Detailed Course Contents	
1	Theoretical	Introduction and emergence of human resources management
2	Theoretical	Establishment of HRM department and promotion of HR functions
3	Theoretical	business analysis and business design
4	Theoretical	HR planning
5	Theoretical	HR provision and selection
6	Theoretical	Training and development
7	Theoretical	Performance evaluation
8	Theoretical	Career planning
9	Intermediate Exam	midterm
10	Theoretical	Wage Management
11	Theoretical	Business Valuation
12	Intermediate Exam	International HRM
13	Theoretical	Harmonization of Employees to Business Life
14	Theoretical	Human Resources Information Systems
15	Theoretical	General evaluation
16	Final Exam	Final Examination

Workload Calculation

Activity	Quantity	Preparation	Duration	Total Workload
Lecture - Theory	14	0	1	14
Lecture - Practice	14	0	1	14
Assignment	10	0	3	30
Practice Examination	10	0	3	30
Midterm Examination	1	5	1	6



Final Examination	1	5	1	6
Total Workload (Hours)				100
[Total Workload (Hours) / 25*] = ECTS				4
*25 hour workload is accepted as 1 ECTS				

Learning Outcomes

1	Will be able to explain the concepts of human resources and personnel and human resources management.
2	Understanding the interaction between HRM functions
3	Will be able to explain the concept of planning for organizations, jobs and people.
4	Will be able to analyze the concepts that are effective in Human Resources Management.
5	Simplify the transfer of knowledge obtained from practice examples related to HRF functions to practice

Programme Outcomes (Business Administration Management)

1	To be able to use the theoretical knowledge in business management in working life
2	Having the ability to use the management functions of the business and following new management techniques
3	To be able to fulfill the legal responsibilities of the operator, to have the knowledge and equipment to follow and implement the relevant legislation
4	To be able to use the information and communication technologies at the level required by the field, to adapt the new technologies to the operating systems by following the technological changes
5	To identify, analyze and bring solutions to problems encountered in professional practice
6	Managing business financing; bringing a solution to the financial problems by making the financial analysis of the business
7	Gaining the ability to manage the business by ensuring that the human resources operate and develop efficiently in line with business objectives
8	To be able to comprehend the basic functions of production and marketing as a whole and to be able to apply new production and marketing techniques
9	To be able to perform cost calculations in enterprises, to hold accounting records, to prepare financial statements and to be able to interpret
10	Having professional ethical values sought in the qualified personnel required by the market, and able to use Turkish language effectively in written and oral communication; To be able to have professional foreign language knowledge that can make international correspondences related to the field
11	Having analytical analysis, interpretation, evaluation and solution skills of field related information
12	To be able to follow and apply current and economic developments in national and international framework related to his / her profession

Contribution of Learning Outcomes to Programme Outcomes 1:Very Low, 2:Low, 3:Medium, 4:High, 5:Very High

	L2	L5
P1	3	3
P2	2	5
P3	4	3
P4	3	2
P5	4	4
P6	3	2
P7	2	3
P8	3	2
P9	1	1
P10	4	3
P11	3	3
P12	3	3

