AYDIN ADNAN MENDERES UNIVERSITY
COURSE INFORMATION FORM

Course Title	Applied Human Resource Management								
Course Code	İK418		Couse Level	First Cycle (Bachelor's Degree)					
ECTS Credit	6	Workload	151 *(Hours)*	Theory	3	Practice	0	Laboratory	0
Objectives of the Course	It is aimed to make the students gain the necessary information and ability to practice HRM functions.								
Course Content	In this course the framework of human resource management and the HR functions like job analysis, HR planning, HR recruitment and selection, HR training and development, performance appraisal, job evaluation and reward management will be discussed.								
Work Placement	N/A								
Planned Learning Activities and Teaching Methods	Explanation (Presentation), Discussion, Individual Study								
Name of Lecturer(s)									

Assessment Methods and Criteria		
Method	Quantity	Percentage (%)
Midterm Examination	1	40
Final Examination	1	70

Recommended or Required Reading	
1	Ders Notları

Week	Weekly Detailed Course Contents	
1	Theoretical	Introduction and the Framework of Human Resource Management
2	Theoretical	Constituting HR Department and Introducing HR Functions
3	Theoretical	Job Analysis and Job Design Applications
4	Theoretical	HR Planning Applications
5	Theoretical	HR Recruitment and Selection Applications
6	Theoretical	HR Training and Development Applications
7	Theoretical	Performance Appraisal Applications
8	Theoretical	Career Management Applications
9	Intermediate Exam	Mid-term Exam
10	Intermediate Exam	Mid-term Exam
11	Theoretical	Reward Management Applications
12	Theoretical	Job Evaluation Applications
13	Theoretical	International HRM Applications
14	Theoretical	Adopting The Staff to Worklife Applications
15	Theoretical	General Appraisal
16	Final Exam	Final Exam

Workload Calculation				
Activity	Quantity	Preparation	Duration	Total Workload
Lecture - Theory	13	2	3	65
Individual Work	13	0	3	39
Midterm Examination	1	20	1	21
Final Examination	1	25	1	26
			Total Workload (Hours)	151
			[Total Workload (Hours) / 25*] = **ECTS**	6
**25 hour workload is accepted as 1 ECTS*				

Learning Outcomes	
1	To gain sufficient knowledge about the process of HRM functions
2	To understand the interaction between the HRM functions

3	To make easier to practice information gained from the HRM functions applications
4	To evaluate the theorical information about HR functions compared with HR applications
5	Seeing the application examples

Programme Outcomes *(Human Resources Management)*	
1	Having adequte scientific knowledge of Human Resources Management, basic business concepts and other social sciences
2	Thinking critically and analytically
3	Having knowledge of communication and information technologies
4	In-depth understanding of the research process and application of a range of research techniques into studies, researches and projects
5	In-depth understanding of usage of Human Resources Management and other social sciences theoretical and applied knowledge together.
6	Ability to interpret basic Business concepts from Human Resource Management perspective
7	Ability to implement basic HRM responsibilities in institutions such as HR Planning and staffing, labor relations, occupational healthy and safety, training planning, performance and rewards management, career planning, employment and interview techniques and legal HR issues
8	Implementing quality process approach into HRM process by considering institutional development, internal and external customer satisfaction; in case of need, having sense of responsibility making contribution for problem solving and continuous development and process excellence ability by problem identification, goal setting, reorganisation and change management skills
9	Management of resources and assets by considering budgetary, financial and legal issues; management of projects/operations with the ability of planning, implementation, and auditing; Having skills on management of self and other people
10	Enriching result oriented working approach with continous learning approach
11	Strong oral and written communication skills and ability to present ideas and information effectively
12	Monitor and communicate with colleagues in a foreign language using at least the European Language Portfolio B1 General Level
13	Ability to work with people of various cultural and educational background by valuing team work, developing emphathy and listening skills
14	Being conscious on social, academic and professional ethical values
15	Development of critical theoretical appreciation of ´how´, ´why´ and ´where´ HRM contributes to and supports employee and societal development, and implementing these approach for applied and graduate projects and working life

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

	L1	L3	L5
P2	3	4	3
P3		1	
P4	3	4	
P5			4
P6		4	
P7			3
P8	4	4	
P9			3
P10	3		
P11		4	
P12			5
P14	3		
P15		5	