



## AYDIN ADNAN MENDERES UNIVERSITY COURSE INFORMATION FORM

Course Title		Human Resources Management in the Public Sector							
Course Code		İK341		Course Level		First Cycle (Bachelor's Degree)			
ECTS Credit	6	Workload	151 ( <i>Hours</i> )	Theory	3	Practice	0	Laboratory	0
Objectives of the Course		This course aims to introduce the theoretical and legislation-based knowledge related with basic concepts, system, structure, functioning of public personnel management and improve aptitude for defining the aspects distinctive from the practices in private sector and using this knowledge in their professional life.							
Course Content		Contents of the course include the examination of basic concepts related to human resources management in public administration, similarities and differences with management of private sector organizations, general principles of personnel management and basic principles of public personnel regime in Turkey and public servants law no 657.							
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
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Week	Weekly Detailed Course Contents	
1	Theoretical	Introduction to the Course and the Syllabus
2	Theoretical	Discussion on basic concepts related to human resources management in public administration
3	Theoretical	Similarities and Differences Between Public Personnel Management and Private Sector Personnel Management
4	Theoretical	Definition, content and Functions of Public Personnel Management
5	Theoretical	Public Personnel Management Principles; merit, career, classification, equality, assurance, impartiality and adequate wages
6	Theoretical	Rise and Development of Public Personnel Management
7	Theoretical	Rise and Development of Public Personnel Management in Turkey
8	Theoretical	Introduction to Public Servants law no. 657
9	Intermediate Exam	MID-TERM EXAM
10	Intermediate Exam	MID-TERM EXAM
11	Theoretical	Effects of Globalization Process to Personnel Regime
12	Theoretical	New Concepts Taking Effect on the Management of human resources management in public administration; elasticity, transparency etc.
13	Theoretical	Approaches of Traditional and New Public Management Theories for Personnel Management
14	Theoretical	Problems and Solutions for New Public Management Approach
15	Theoretical	General Evaluation
16	Final Exam	Final

### 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	Differentiate different and similar aspects of personnel management in public and private sectors
2	Explain the principles of personnel system in public sector.
3	Use the legal regulations of public personnel management information in their working lives.
4	Explain the general principles of modern staff management (
5	Discuss the historical and administrative development of public personnel administration Turkey.

### Programme Outcomes (Human Resources Management)

1	Having adequate 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 continuous 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 empathy 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
P3	5	
P4		4
P5	4	
P6		4
P8	4	
P9		5
P11	5	
P12		4

