AYDIN ADNAN MENDERES UNIVERSITY
COURSE INFORMATION FORM

Course Title	Ethics and Socal Responsibility In Hr						
Course Code	İK313		Couse Level	First Cycle (Bachelor's Degree)			
ECTS Credit	6	Workload	151 *(Hours)*	Theory	3	Practice	0	Laboratory	0

Objectives of the Course	This course is organized to understand the ethical values and social responsibility practices of today´s business world and to evaluate the roles of HRM department. In this context, concepts of ethics and social responsibility and their evolution in history and changing roles of HRM will be evaluated. At the end of the course, students will gain the skills of evaluating and developing of business world in the scope of business ethics and social responsibility.
Course Content	In the scope of the course, concepts of business ethics and social responsibility and evlotuion of these concepts; topics covered by business ethics and social responsibility and relevance of these concepts with HRM are discussed. In the content of the international guides and standards, best practices in the world are evaluated. Evolution of the concepts in Turkey and best practices from Turkey are analyzed. In the scope of the course, students will gain research skills for business ethics and social responsibility.
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	Akgeyik, Tekin (2009), Türkiye'de İş Etiği: İnsan Kaynakları Yönetimi Boyutuyla. Sabri Orman ve Zeki Parlak (Ed.). İşletmelerde İş Etiği içinde (s. 114-130). İstanbul: İTO

Week	Weekly Detailed Course Contents	
1	Theoretical	Introduction: Aim of the Course, Learning Outcomes, Topics and Evaluation Systems
2	Theoretical	Concept of Business Ethics and Its Evolution
3	Theoretical	The Concept of Ethics and Ethical Theories
4	Theoretical	Stakeholder Theory
5	Theoretical	CSR Guidelines and Standards, Code of Conduct
6	Theoretical	Understanding Ethics in Turkey, Development, Current Situation
7	Theoretical	Ethics, CSR and Human Resources Management Relationship
8	Theoretical	Ethics, CSR and Unions Relationship
9	Intermediate Exam	Mid-terms
10	Intermediate Exam	Mid-terms
11	Theoretical	Ethical Issues Related to HR
12	Theoretical	Social Responsibility Projects with Employee Participation, Relations with NGOs and Human Resources Management
13	Theoretical	Ethics Education
14	Theoretical	Critical View on Ethics and CSR Issues
15	Theoretical	Conducting Ethics and CSR Research
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	Knows and evaluates the definitions of business ethics and social responsibility concepts
2	Explains the evolution processes of business ethics and social responsibility and interprets their today´s position
3	Knows the topics covered in business ethics and social responsibility
4	Interprets the relevance of HRM with business ethics and social responsibility
5	Knows the principles and practices of international guides and standards

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	L2	L4
P1			1
P2		4	
P3	5		5
P4		5	
P6	5		
P7		3	4
P9	4		
P11			5
P14	4		4