AYDIN ADNAN MENDERES UNIVERSITY
COURSE INFORMATION FORM

Course Title	Hr Analytical							
Course Code	İK405		Couse Level	First Cycle (Bachelor's Degree)				
ECTS Credit	6	Workload	151 *(Hours)*	Theory	3	Practice	0	Laboratory	0
Objectives of the Course	To gain knowledge and skills on how to handle the most appropriate decision making, increase efficiency and reduce costs by using big data about human resources. In this context, topics such as data mining, statistical model building and data processing will be explained through human resources applications.							
Course Content	Decision trees will be created by analyzing big data in the human resources area using statistical methods such as R and Python.							
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	Marr, Bernard (2017) Büyük Veri İşbaşında 45 Yıldız Şirket Büyük Veriyi Nasıl Kullandı, MediaCat, İstanbul

Week	Weekly Detailed Course Contents	
1	Theoretical	Human Resources Analytics: Basic Concepts
2	Theoretical	HR Analytics: Methods and Software
3	Theoretical	Business intelligence
4	Theoretical	Decision Support Systems
5	Theoretical	Descriptive Analytics
6	Theoretical	Predictive Analytics
7	Theoretical	Decision Analytics
8	Theoretical	Descriptive Analytical Applications
9	Intermediate Exam	Midterm
10	Intermediate Exam	Midterm
11	Theoretical	Predictive Analytical Applications
12	Theoretical	Decision Analytics Applications
13	Theoretical	Decision Tree Applications
14	Theoretical	Analysis of Quitting Data
15	Theoretical	Analysis of Performance Management Data
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	Gains knowledge of big data.

2	Understands that data analysis is important in effective management of human resources.
3	Gains analytical thinking skills.
4	Gains knowledge of the effectiveness of human resources practices.
5	Understands the role of big data.

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	3	3
P3		3	3
P4	3		
P5		3	3
P6	4		
P7		2	4
P9	4	4	4
P12	5		4
P14		3	
P15			3