AYDIN ADNAN MENDERES UNIVERSITY
COURSE INFORMATION FORM

Course Title	International Human Resources Management						
Course Code	İK309		Couse Level	First Cycle (Bachelor's Degree)			
ECTS Credit	6	Workload	151 *(Hours)*	Theory	3	Practice	0	Laboratory	0

Objectives of the Course	Based on the experiences of different countries, exhibiting the historical development, structure, function and social and economic consequences of Human Resources Management; discussing the transformation and usage of best practicing examples to the Turkish HRM systems.
Course Content	The organizational learning in an international environment and theoretical developments in HR; determination of effective human resources, analysis and development; opening education programs for human resources development; forming agendas to educate people in organizational perspectives; requirement analysis, determination of educational objectives, content determination and regulations, creation of teaching methods and assessment strategies.
Work Placement	N/A
Planned Learning Activities and Teaching Methods	Explanation (Presentation), Discussion, Individual Study
Name of Lecturer(s)	Lec. Derya GÜL ÖZTÜRK

Assessment Methods and Criteria

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

Recommended or Required Reading

1	Lecture Notes

Week	Weekly Detailed Course Contents	
1	Theoretical	Theoretical Perspective of Comparative HRM
2	Theoretical	United Kingdom
3	Theoretical	United States
4	Theoretical	Japan
5	Theoretical	Sweden
6	Theoretical	Germany
7	Theoretical	France
8	Theoretical	Italy
9	Intermediate Exam	Midterms
10	Intermediate Exam	Midterms
11	Theoretical	Spain
12	Theoretical	Australia
13	Theoretical	China
14	Theoretical	India
15	Theoretical	Course Review

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	Learning about different countries' economic and social conditions and HRM systems.
2	Learning the historical development process of HRM in different countries.
3	Learning about HRM legislation in different countries.
4	Analysing labour movement, union structures and collective bargaining process of different countries.
5	Comparing HRM systems of Turkey with other countries.

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	L3	L4	L5
P1	5	4	4	5	4
P3	3	3	3	4	3
P5	2	3	3	2	2
P8	3	3	3	3	2