



AYDIN ADNAN MENDERES UNIVERSITY COURSE INFORMATION FORM

Course Title		Strategic Human Resource Management							
Course Code		İK455		Couse Level		First Cycle (Bachelor's Degree)			
ECTS Credit	6	Workload	151 (<i>Hours</i>)	Theory	3	Practice	0	Laboratory	0
Objectives of the Course		The aim of this course is to teach the models of HRM and to provide the necessary knowledge and skills for the implementation of the HRM functions to achieve the strategic objectives.							
Course Content		In this course the framework of human resource management, emergence of human resources management, human resource management models, strategic human resources management, Strategic human resource management approaches, dimensions of strategic human resources management, individual performance management strategy, organizational performance strategy, corporate social responsibility strategy and strategic international human resources management will be discussed.							
Work Placement		N/A							
Planned Learning Activities and Teaching Methods				Explanation (Presentation), Discussion, Individual Study					
Name of Lecturer(s)		Assoc. Prof. Beyza ERER							

Assessment Methods and Criteria

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

Recommended or Required Reading

1	Strategic Human Resource Management-A Guide to Action 3rd Ed. Armstrong, M. (2006).
2	Strategic human resource management. Mello, J. A. (2014). Nelson Education.
3	Strategic human resource management. Schuler, R. S. & Jackson, S. E. (2008). John Wiley & Sons.

Week	Weekly Detailed Course Contents	
1	Theoretical	Introduction to Human Resource Management
2	Theoretical	Human Resource Management Models
3	Theoretical	Strategic Management
4	Theoretical	Strategic Human Resources Management
5	Theoretical	Strategic Human Resource Management Approaches
6	Theoretical	Strategic Human Resources Management Dimensions
7	Theoretical	Organizational Development Strategy
8	Theoretical	Strategic Human Capital Management Strategy
9	Intermediate Exam	Midterms
10	Intermediate Exam	Midterms
11	Theoretical	Individual Performance Management Strategy
12	Theoretical	Organizational Performance Strategy
13	Theoretical	Corporate Social Responsibility Strategy
14	Theoretical	Strategic International Human Resources Management
15	Theoretical	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	Defines the concept and development of HRM.
2	Knows HR strategies.
3	Defines the concept of Strategic management and strategic human resource management.
4	Evaluates organizational development strategies.
5	Knows corporate social responsibility strategies.
6	Evaluates individual and organizational performance strategy.
7	Defines strategic international human resources management.

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	L2	L3	L4	L5	L6	L7
P1	1	1	2	3	4	1	3
P2	3	5	4	2	5	4	2
P3	5	3	5	4	3	2	5
P4	2	2	5	2	5	4	2
P5	5	4	3	4	3	2	5
P6	3	2	5	2	2	5	3
P7	5	5	3	5	5	2	5
P8	3	2	2	5	2	5	2
P9	5	4	4	5	5	5	5
P10	3	3	2	4	3	4	2
P11	5	4	4	3	5	5	5
P12	3	2	2	5	3	1	5
P13	2	5	4	3	5	3	2



P14	2	2	2	4	2	2	2
P15	3	4	4	4	4	2	2

