



AYDIN ADNAN MENDERES UNIVERSITY COURSE INFORMATION FORM

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|--|--|--------------|-------------|--------|---------------------------------|----------|---|------------|---|
| Course Title | Talent Management | | | | | | | | |
| Course Code | REM204 | Course Level | | | First Cycle (Bachelor's Degree) | | | | |
| ECTS Credit | 4 | Workload | 101 (Hours) | Theory | 3 | Practice | 0 | Laboratory | 0 |
| Objectives of the Course | The aim of this course is to understand the importance of human resources in businesses, learn how to calculate the required number of human resources, compensation, understand the importance of performance evaluations and understand human relations within the organization. | | | | | | | | |
| Course Content | Planning, recruitment, training, performance evaluation, compensation, and career management of human resources | | | | | | | | |
| 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 | 60 |

Recommended or Required Reading

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| 1 | Dursun Bingöl, İnsan Kaynakları Yönetimi |
| 2 | Perçin, N., Güzel, B., Tükeltürk, Ş. (2016). Turizm İşletmelerinde İnsan Kaynakları Yönetimi ve Uygulamaları |

| Week | Weekly Detailed Course Contents & Teaching Methods | |
|------|--|---|
| 1 | Theoretical | General definition of human resources |
| 2 | Theoretical | Job analysis |
| 3 | Theoretical | Job analysis |
| 4 | Theoretical | Human resources planning and methods |
| 5 | Theoretical | Human resources planning and methods |
| 6 | Theoretical | Human resources planning and methods |
| 7 | Theoretical | Recruitment processes |
| 8 | Theoretical | Recruitment processes |
| 9 | Intermediate Exam | Mid-term Exam |
| 10 | Theoretical | Training of human resources |
| 11 | Theoretical | Performance evaluation of human resources |
| 12 | Theoretical | Performance evaluation of human resources |
| 13 | Theoretical | Compensation and rewards |
| 14 | Theoretical | Compensation and rewards |
| 15 | Theoretical | Career management of human resources |
| 16 | Final Exam | Final Exam |

Workload Calculation

| Activity | Quantity | Preparation | Duration | Total Workload |
|---------------------------------------|----------|-------------|----------|----------------|
| Lecture - Theory | 14 | 3 | 3 | 84 |
| Midterm Examination | 1 | 5 | 1 | 6 |
| Final Examination | 1 | 10 | 1 | 11 |
| Total Workload (Hours) | | | | 101 |
| [Total Workload (Hours) / 25*] = ECTS | | | | 4 |

*25 hour workload is accepted as 1 ECTS

Learning Outcomes

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|---|--|
| 1 | Understanding the importance of human resources management in business |
| 2 | Learning how to plan human resources |



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| 3 | Developing the skills of how to manage and motivate human resources |
| 4 | Understanding basic information about how human resources should be evaluated and evaluated in terms of performance. |
| 5 | Understanding the importance of managing employee behavior |

Programme Outcomes (Food and Beverage Management)

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|----|--|
| 1 | Having scientific and professional ethic values |
| 2 | To gain the ability of critical and analytical thinking |
| 3 | Having the consciousness of necessity of obtaining new abilities and life-long learning |
| 4 | To know the principle concepts related to tourism industry |
| 5 | Having the consciousness of tourism and natural, cultural and social environment relations |
| 6 | Having the knowledge of higher level of a foreign language to communicate and to follow the new researches and daily subjects at his/her own field |
| 7 | Being able to use another foreign language at middle level |
| 8 | Having the ability of doing teamwork |
| 9 | Being competent about information technologies |
| 10 | Having the ability of administrative knowledge buildup at his field |
| 11 | Being competent about the human behaviours and relations of tourism industry |
| 12 | Being able to follow the trends at his/her field |
| 13 | Being competent about the subjects of establishment procedures of an enterprise and entrepreneurship on the food and beverage management fields |
| 14 | Having the ability and knowledge about the subjects that are necessary at his occupation |
| 15 | Being able to use and having knowledge about the equipments and hardware systems used at food and beverage establishments |
| 16 | Having the ability of problem diagnosis, and to make decision toward problems at food and beverage establishments |

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 | 1 | 1 | 1 | 1 | 1 |
| P2 | 2 | 2 | 2 | 2 | 2 |
| P3 | 3 | 3 | 3 | 3 | 3 |
| P4 | 2 | 2 | 2 | 2 | 2 |
| P5 | 1 | 1 | 1 | 1 | 1 |
| P8 | 3 | 3 | 3 | 3 | 3 |
| P9 | 1 | 1 | 1 | 1 | 1 |
| P10 | 3 | 3 | 3 | 3 | 3 |
| P11 | 3 | 3 | 3 | 3 | 3 |
| P12 | 2 | 2 | 2 | 2 | 2 |
| P13 | 1 | 1 | 1 | 1 | 1 |
| P14 | 3 | 3 | 3 | 3 | 3 |
| P15 | 1 | 1 | 1 | 1 | 1 |
| P16 | 2 | 2 | 2 | 2 | 2 |

