AYDIN ADNAN MENDERES UNIVERSITY
COURSE INFORMATION FORM

Course Title		Human Resources Management in Tourism Business					
Course Code		TUR512		Couse Level	Second Cycle (Master's Degree)		
ECTS Credit	5	Workload	125 *(Hours)*	Theory	3	Practice	0	Laboratory	0
Objectives of the Course		Understanding the importance of human researches in tourism business and its functions, to know how to arise productivity and functionality.					
Course Content		The importance of human researches in tourism business, planning human researches in tourism business, choosing employee, performance evaluation, career planning, wages, personnel training, health and safety of employees.					
Work Placement		N/A					
Planned Learning Activities and Teaching Methods		Explanation (Presentation), Discussion, Case Study, Project Based Study, Individual Study					
Name of Lecturer(s)							

Assessment Methods and Criteria

Method	Quantity	Percentage (%)
Final Examination	1	60
Assignment	4	20
Term Assignment	2	20

Recommended or Required Reading

1	Demir, C., Konaklama İşletmelerinde İnsan Kaynakları Yönetimi, Nobel yayıncılık, İzmir, 2005.
2	Uyargil, C., vd., İnsan Kaynakları Yönetimi, Beta Yayıncılık, İstanbul, 2010.
3	Çolakoğlu, O.E., ve Ü. Çolakoğlu., Seyahat Acentaları Yönetimi, Detay Yayıncılık, Ankara, 2007.
4	Çolakoglu, Ü. Ve O.E. Çolakoğlu, Stratejik Yönetim ve Turizmde Uygulamaları, Detay Yayıncılık, Ankara, 2010.
5	Ulusal ve uluslararası akademik dergiler(Anatolia, Soid, Stad, Journal of Tourism Researches , Tourism Management v.d.)

Week	Weekly Detailed Course Contents	
1	Theoretical	Basic terminology of human resources
	Preparation Work	Researching
2	Theoretical	Job analysis
	Preparation Work	Researching
3	Theoretical	Job design
	Preparation Work	Researching
4	Theoretical	Human resource planning
	Preparation Work	Researching
5	Theoretical	Choosing employees and work placement
	Preparation Work	Researching
6	Theoretical	Training and improving
	Preparation Work	Researching
7	Theoretical	Performance measurement
	Preparation Work	Researching
8	Theoretical	Wages and wage systems
	Preparation Work	Researching
9	Theoretical	Encouragement and rewards management
	Preparation Work	Researching
10	Theoretical	Labor unions
	Preparation Work	Researching
11	Theoretical	Collective bargaining
	Preparation Work	Researching
12	Theoretical	Personnel turnovers, reasons and results
	Preparation Work	Researching

13	Theoretical	Health and safety of employees
	Preparation Work	Researching
14	Theoretical	Social responsibility and ethics in tourism business
	Preparation Work	Researching
15	Final Exam	Final Exam

Workload Calculation

Activity	Quantity	Preparation	Duration	Total Workload
Lecture - Theory	15	1	2	45
Assignment	3	8	1	27
Term Project	2	15	1	32
Final Examination	1	20	1	21
			Total Workload (Hours)	125
		[Total Workload (Hours) / 25*] = **ECTS**		5

*25 hour workload is accepted as 1 ECTS

Learning Outcomes

1	To designate need of employee by working analysis and job design
2	Choosing appropriate employees
3	Designing training programs in tourism establishments
4	Performance measurements of employees and evaluation
5	Creating wage system

Programme Outcomes *(Tourism Management Master)*

1	To be able to train specialists who develops knowledge and skills based on the Bachelor's Degree in Tourism field and who can evaluate the sector in the point of view interdisciplinary structure of tourism management.
2	To be able to analyze the socio-economic and the managerial problems both interactionaly and separately
3	To be able to produce knowledge about the studies, which have not been presented before towards the primary data sources.
4	To be able to convey recent developments in the field of tourism management to the stakeholders by using verbal, written and visual means systematically.
5	To be able to develop a solving method independently for a problem faced in tourism management, evaluate the outcomes of the problem and take roles in projects related to the field as a coordinator or a participant.
6	To be able to make strategic and implementation plans for particular issues in tourism administration and evaluate the outcomes of the plans and to determine the vision, goals and aims of the company.
7	To be able to evaluate knowledge and skills acquired in tourism management by having a sceptic standpoint and investigate the problems by implying analytical approaches with miscellaneous methods.
8	To be able to regenerate and develop constantly concerning the field participated in tourism businesses.
9	To be able to teach and inspect the scientific, social and ethical values at the degree of collecting, interpreting and announcing the data.
10	To be able to use at least one foreign language to follow the international tourism literature.
11	To be able to share the developments related to departments of tourism establishment.
12	To be able to learn about information technologies used in tourism enterprises and mastering in these technologies.
13	To be able to use the current data in the field of tourism management, develop the knowledge by using scientific methods with scientific, social and ethical responsibilities.
14	To be able to Implement the knowledge and the abilities at problem solving that absorbed in the field of tourism at interdisciplinary studies.

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	3	3	5	4	4
P2	3	4	3	4	2
P3	3	3	4	2	3
P4	4	3	5	2	4
P5	4	3	5	2	4
P6	5	4	4	2	3
P7	4	5	4	3	4
P8	5	5	5	2	3

P9	3	5	5	5	4
P10	4	3	5	2	3
P11	5	5	5	3	3
P12	4	3	5	4	3
P13	4	4	4	5	4
P14	4	4	5	3	4