



AYDIN ADNAN MENDERES UNIVERSITY COURSE INFORMATION FORM

Course Title		Human Resources Management in Public Sector							
Course Code		KYL511		Course Level		Second Cycle (Master's Degree)			
ECTS Credit	5	Workload	130 (<i>Hours</i>)	Theory	3	Practice	0	Laboratory	0
Objectives of the Course		And new developments in public personnel management, staffing, recruitment of foreign countries, classification and kariyerleme, wages, advancement and promotion, registration, rights and obligations of civil servants, civil servants relations with associations and professional organizations, social security and retirement of civil servants, discipline and discipline penalties, civil servants training, organizational psychology and human relations, Turkey is intended to have general information about the reform of personnel .							
Course Content		Historical development of personnel management, in general terms about the law (657), personnel classification forms, the basic principles, in-service training, memurluğa requirements for admission, the nomination, appointment, progression and elevations, and displacement, working conditions and authorizations, financial rights, withdrawal, separation and separation topics are covered							
Work Placement		N/A							
Planned Learning Activities and Teaching Methods				Explanation (Presentation), Discussion, Case Study					
Name of Lecturer(s)									

Assessment Methods and Criteria

Method	Quantity	Percentage (%)
Midterm Examination	1	40
Final Examination	1	60

Recommended or Required Reading

1	• Farnham, David - Sylvia Horton, Human Resources Flexibilities in the Public Services – International Perspectives, Palgrave Macmillan, NY, 2000.
2	• Aslan, Onur Ender, Kamu Personel Rejimi: Statü Hukukundan Esnekliğe, TODAİE Yayınları, Ankara, 2005.
3	• Bekke, Hans A. G. M. - First M. van der Meer (Ed.), Civil Service Systems in Western Europe, Edward Elgar, Cheltenham, 2000.
4	• Braverman, Harry, Labor and Monopoly Capital, Monthly Review Press, NY, 1974
5	• Dreyfus, François, Bürokrasinin İcadı, Çev. I. Ergüden, İletişim Yayınları, İstanbul, 2007.
6	• Farnham, David - Sylvia Horton, Human Resources Flexibilities in the Public Services – International Perspectives, Palgrave Macmillan, NY, 2000.
7	• Fişek, Kurthan, Yönetim, Paragraf Yayınevi, Ankara, 2005
8	• Güler, Birgül Ayman, Kamu Personeli, İmge Kitabevi, Ankara, 2005
9	• Güran, Sait, Memur Hukukunda Kayırma ve Liyakat Sistemleri, İstanbul Üniversitesi Hukuk Fakültesi Yayını, İstanbul, 1980
10	• Harvey, David, Yeni Emperyalizm, Çev. Hür Güldü, Everest, İstanbul, 2004.
11	• Jessop, Bob, Devlet Teorisi, Çev. Ahmet Özcan, Epos, Ankara, 2008.
12	• Lord Fulton, The Civil Service – Vol. 1 – Report of the Committee 1966 – 1968, HMSO, London, 1968.
13	• Nunberg, Barbara - John Nellis, Civil Service Reform and the World Bank, World Bank Publication, Washington DC, 1995.
14	• Ozaki, Muneto, Toplu Pazarlık Yoluyla Esneklik, Türkçesini Yayına Hazırlayan: Rüçhan Işık, Türkiye İş Kurumu, Ankara, 2003.
15	• Rosen, R.H.(1988) İnsan Yönetimi. Çev.: G. Bulut, İstanbul: Türkiye Metal Sanayicileri Sendikası.
16	• Sennett, Richard, Karakter Aşınması - Yeni Kapitalizmde İşin Kişilik Üzerindeki Etkileri, Çev. Barış Yıldırım, Ayrıntı, İstanbul, 2002

Week	Weekly Detailed Course Contents	
1	Theoretical	Dating and the creation of lesson plan
	Preparation Work	Studying of the relevant pages from signified course resources
2	Theoretical	The organizational structure of public administration in Turkey
	Preparation Work	Studying of the relevant pages from signified course resources
3	Theoretical	Concepts, the public servant KPR'nin Social Geography and Nature
	Preparation Work	Studying of the relevant pages from signified course resources
4	Theoretical	Feudalism, absolutist Phase Officer and CPR; regime's Body (18th Century)



4	Preparation Work	Studying of the relevant pages from signified course resources
5	Theoretical	19. Century, State, Bureaucracy, and CPR
	Preparation Work	Studying of the relevant pages from signified course resources
6	Theoretical	Fordizm'de State and Bureaucracy
	Preparation Work	Studying of the relevant pages from signified course resources
7	Intermediate Exam	Midterm Exams
8	Intermediate Exam	Midterm Exams
9	Theoretical	CPR Status Law (1945 onwards)
	Preparation Work	Studying of the relevant pages from signified course resources
10	Theoretical	Küresel Tekelci Aşamada Devlet ve Bürokrasi (1980 Sonrası)
	Preparation Work	Studying of the relevant pages from signified course resources
11	Theoretical	Flexibility and Monopoly Stage of Global CPR (after 1980)
	Preparation Work	Studying of the relevant pages from signified course resources
12	Theoretical	On the Quality of Bureaucracy and KPR'nin
	Preparation Work	Studying of the relevant pages from signified course resources
13	Theoretical	Law No. 6111 regarding the innovations brought by the Law on Civil Servants
	Preparation Work	Studying of the relevant pages from signified course resources
14	Theoretical	Law No. 6111 regarding the innovations brought by the Law on Civil Servants
	Preparation Work	Studying of the relevant pages from signified course resources
15	Theoretical	Law No. 6111 regarding the innovations brought by the Law on Civil Servants
	Preparation Work	Studying of the relevant pages from signified course resources

Workload Calculation

Activity	Quantity	Preparation	Duration	Total Workload
Lecture - Theory	14	4	3	98
Midterm Examination	1	10	1	11
Final Examination	1	20	1	21
Total Workload (Hours)				130
[Total Workload (Hours) / 25*] = ECTS				5

*25 hour workload is accepted as 1 ECTS

Learning Outcomes

1	• The public personnel regime will be discussed in a historical perspective
2	• The relationship between these three structures konulabilecektir of historical and social perspective
3	• May have information about recent discussions on personnel policy.
4	Getting ready for exams in the field.
5	Having knowledge about application-operation and institutions in the field.

Programme Outcomes (Political Science and Public Administration Master)

1	To be able to get proficiency in academic expertise
2	To be able to interpret and propose solutions by perceiving the current issues in the field of public administration.
3	To be able to increase the overall vision of political life and public administration.
4	To be able to define local, regional and national developments and increase the capacity to relate them with global developments.
5	To be able to become conscious of social, vocational and scientific principles of ethical behavior.
6	To be able to gain knowledge of basic Macroeconomics.
7	To be able to bridge the gap between political philosophy and political life.
8	To be able to acquire the skill of thinking critically and finding solutions.
9	To be able to internalize the democratic, legal and universal human values
10	To be able to acquire professional knowledge and equipment required for public and private organizations.
11	To be able to have the notion of the public and the private sector senior management
12	To be able to acquire professional vision on public and private organizations
13	To be able to improve competence for the public and private examinations

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	4	4	4		4
P2	4	4	4	5	5
P3	4	4	4	5	3
P4	4	4	4	5	5
P5	4	4	4	5	3
P6	4	4	4	4	3
P7	4	4	4	4	5
P8	4	4	4	4	5
P9	5	4	4	4	
P10	4	4	4	3	4
P11				3	5
P12				3	4
P13					3

