



## AYDIN ADNAN MENDERES UNIVERSITY COURSE INFORMATION FORM

|  |   |   |                      |                            |   |                                |   |            |   |
|--|---|---|----------------------|----------------------------|---|--------------------------------|---|------------|---|
| Course Title                                     |   | Current developments in the Human Resource Management   |                      |                            |   |                                |   |            |   |
| Course Code                                      |   | ÇEİ519  |                      | Course Level               |   | Second Cycle (Master's Degree) |   |            |   |
| ECTS Credit                                      | 5 | Workload  | 122 ( <i>Hours</i> ) | Theory                     | 3 | Practice                       | 0 | Laboratory | 0 |
| Objectives of the Course                         |   | The purpose of this course on the basis of the context of labour relationships is to analyze the human resource management practices. Human Resources and labor relations theory and practice in both areas compared to people who will work to create awareness of mutual. |                      |                            |   |                                |   |            |   |
| Course Content                                   |   | Comparison of concepts of human resources and labor relations within the framework of this course; personnel selection, performance appraisal, compensation, training for applications such as understanding the similarities and differences.                              |                      |                            |   |                                |   |            |   |
| Work Placement                                   |   | N/A   |                      |                            |   |                                |   |            |   |
| Planned Learning Activities and Teaching Methods |   |   |                      | Explanation (Presentation) |   |                                |   |            |   |
| Name of Lecturer(s)                              |   |   |                      |                            |   |                                |   |            |   |

### Assessment Methods and Criteria

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

### Recommended or Required Reading

|   |   |
|---|---|
| 1 | Endüstri ilişkileri ve yeni gelişmeler, Aysen Tokol, Dora yayıncılık  |
| 2 | Tijen ERDUT; İnsan Kaynakları Yönetimi ve Endüstri İlişkilerinde Değişim. TÜHİS (Türk Ağır Sanayii ve Hizmet Sektörü Kamu İşverenleri Sendikası) Yayını, No. 40, İzmir, 2002.                   |
| 3 | Bruce E. KAUFMAN; Human resources and industrial relations commonalities and differences, Human Resource Management Review. No. 11, 2001, s. 339 374.   |
| 4 | Bruce E. KAUFMAN; The theory and practice of strategic HRM and participative management. Antecedents in early industrial relations, Human Resource Management Review. No. 11, 2001, s. 505 533. |
| 5 | Jennifer BAIR; Global capitalism and commodity chains: Looking back, going forward, Competition and Change. Vol. 9, No. 2, June 2005, s. 153 180.   |

| Week | Weekly Detailed Course Contents |  |
|------|---------------------------------|--|
| 1    | Theoretical                     | The Concepts of Industrial Relations and Human Resource Management |
| 2    | Theoretical                     | Strategic Human Resource Relations Approach                        |
| 3    | Theoretical                     | European Approach to Strategic Human Resource Relations            |
| 4    | Theoretical                     | Değer Zinciri Çözümlemesi  |
| 5    | Theoretical                     | Meta chain and Global Value Chain Approaches                       |
| 6    | Theoretical                     | Outsourcing and Externalisation of Employment                      |
| 7    | Theoretical                     | Flexible Labour Demand   |
| 8    | Intermediate Exam               | Midterm Exam   |
| 9    | Theoretical                     | Personnel Selection  |
| 10   | Theoretical                     | Wage Determination   |
| 11   | Theoretical                     | Employability Security   |
| 12   | Theoretical                     | İşgücünün Eğitimi  |
| 13   | Theoretical                     | Participation and Involvement                                      |
| 14   | Theoretical                     | Improvements in the management of human resources                  |
| 15   | Final Exam                      | Final Exam   |

### Workload Calculation

| Activity            | Quantity | Preparation | Duration | Total Workload |
|---------------------|----------|-------------|----------|----------------|
| Lecture - Theory    | 14       | 2           | 3        | 70             |
| Midterm Examination | 1        | 20          | 1        | 21             |



|   |   |    |   |     |
|---|---|----|---|-----|
| Final Examination                       | 1 | 30 | 1 | 31  |
| Total Workload (Hours)                  |   |    |   | 122 |
| [Total Workload (Hours) / 25*] = ECTS   |   |    |   | 5   |
| *25 hour workload is accepted as 1 ECTS |   |    |   |     |

### Learning Outcomes

|   |   |
|---|---|
| 1 | Identify the concepts of industrial relations and human resource management.                    |
| 2 | Differentiate strategic human resource management and the European approach                     |
| 3 | Apply strategic human resource management approach to value chains                              |
| 4 | Relate strategic management approach to human resource management practices                     |
| 5 | Revise strategic human resource management practices in point of industrial relations practices |
| 6 | Evaluate strategic human resource management approach in point of the protection of labour      |

### Programme Outcomes (Labor Economics and Industrial Relations Master)

|    |  |
|----|--|
| 1  | Having theoretical information and ability to analyse working life with economic, social, psychological and legal dimensions and interpreting empirical results in the light of theoretical knowledge. |
| 2  | Using specialized theoretical and practical information in his/her professional life.  |
| 3  | Identifying basic problems on labour relations, developing modelling and solving skills. Creating projects concerning these problems, participating in or conducting these projects.                   |
| 4  | Addressing the problems encountered in the field of labour relations using the methods of scientific research.   |
| 5  | Acquiring scientific perspective by gaining research skills; thinking analytically, creating solutions based on facts, evidences and research results.   |
| 6  | By interpreting current developments in the light of qualitative and quantitative data, presenting the results in written, verbal and visual ways systematically.                                      |
| 7  | creating projects regarding to the problems, being a coordinator and taking the responsibility as a participant  |
| 8  | Having the ability of developing the application plans, strategy and politics about labor markets and social policy and monitoring and evaluating the obtained results.                                |
| 9  | Having information about the conflicts of business and social security law and solutions.  |
| 10 | Planning and applying the micro and macro level of human resource planning   |
| 11 | Being capable of working in a team, expressing himself verbally and in writing correctly.  |
| 12 | Being capable of professional ethics and sense of responsibility   |

### 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 |
|-----|----|----|----|----|----|----|
| P1  | 3  | 2  | 2  | 2  | 2  | 2  |
| P2  | 3  | 3  | 2  | 3  | 3  | 2  |
| P3  | 3  | 4  | 3  | 3  | 3  | 3  |
| P4  | 3  | 4  | 3  | 3  | 3  | 2  |
| P5  | 2  | 2  | 3  | 2  | 2  | 2  |
| P6  | 3  | 2  | 2  | 2  | 2  | 2  |
| P7  | 3  | 2  | 2  | 1  | 1  | 1  |
| P8  | 4  | 3  | 2  | 2  | 1  | 2  |
| P9  | 4  | 1  | 1  | 1  | 1  | 2  |
| P10 | 3  | 3  | 3  | 3  | 2  | 2  |
| P11 | 3  | 3  | 1  | 2  | 2  | 3  |
| P12 | 4  | 4  | 4  | 4  | 4  | 4  |

