



AYDIN ADNAN MENDERES UNIVERSITY COURSE INFORMATION FORM

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|--|---|---|-------------|--|---|--------------------------------|---|------------|---|
| Course Title | | Human Resources Management | | | | | | | |
| Course Code | | İŞLE530 | | Course Level | | Second Cycle (Master's Degree) | | | |
| ECTS Credit | 5 | Workload | 127 (Hours) | Theory | 3 | Practice | 0 | Laboratory | 0 |
| Objectives of the Course | | The aim of this course is to develop the managerial knowledge and skills of the students in the field of human resources management displaying the significance of human resources for efficiency in organizational settings. | | | | | | | |
| Course Content | | Learn the theoretical foundations of the science of Human Resources | | | | | | | |
| Work Placement | | N/A | | | | | | | |
| Planned Learning Activities and Teaching Methods | | | | Explanation (Presentation), Discussion | | | | | |
| 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 (2010), İnsan Kaynakları Yönetimi, 7. Baskı, Beta |
|---|---|

| Week | Weekly Detailed Course Contents | |
|------|---------------------------------|---|
| 1 | Theoretical | Introduction to Human Resource Management (HRM) |
| 2 | Theoretical | A Strategic Approach to HRM |
| 3 | Theoretical | Job analysis and design |
| 4 | Theoretical | HR Planning and Alignment |
| 5 | Theoretical | Selection and Recruitment |
| 6 | Theoretical | Training and Development |
| 7 | Theoretical | Midterm Exam |
| 8 | Theoretical | Midterm Exam |
| 9 | Theoretical | Career Planning and Management |
| 10 | Theoretical | Performance Management and Evaluation Ivancevich, Chapter 9 |
| 11 | Theoretical | Compensation |
| 12 | Theoretical | Employee Health and Safety |
| 13 | Theoretical | Labir Relations and Collective Bargaining |
| 14 | Theoretical | Managing Employee Discipline |
| 15 | Theoretical | Global HRM |

Workload Calculation

| Activity | Quantity | Preparation | Duration | Total Workload |
|--|----------|-------------|----------|----------------|
| Lecture - Theory | 14 | 2 | 3 | 70 |
| Midterm Examination | 1 | 25 | 1 | 26 |
| Final Examination | 1 | 30 | 1 | 31 |
| Total Workload (Hours) | | | | 127 |
| [Total Workload (Hours) / 25*] = ECTS | | | | 5 |

*25 hour workload is accepted as 1 ECTS

Learning Outcomes

| | |
|---|--|
| 1 | |
| 2 | |
| 3 | |
| 4 | |



Programme Outcomes (*Business Administration Master's Without Thesis*)

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|---|--|
| 1 | To equip the students from different academic backgrounds with the theoretical and practical information in the fundamental fields of business (i.e. Production management, marketing, accounting and finance, management and organization, and quantitative methods) |
| 2 | Be able to make financial analysis in micro and macro level and develop skills in the analysis of the primary and secondary markets; evaluation of the financial structure of the firms and interpretation of accounting reports and financial statements. |
| 3 | Be able to use mathematical, statistical and econometric models in the field of business develop skills for interpreting quantitative data, using data in the decision making process and be able to use statistical forecasting methods |
| 4 | To have knowledge about the management techniques, be able to assume responsibility in dealing with unforeseeable and complex problems as an individual and group member and develop leadership and communication skills. |
| 5 | Be able to understand principles of marketing, marketing research, market share estimation, market segmentation, market positioning, target markets, marketing mix and the place of marketing department in a business organization, the concept of internationalization |

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 | 2 | 4 | 3 | 4 |
| P2 | 5 | 5 | 5 | 5 | 3 |
| P3 | 4 | 4 | 3 | 2 | 2 |
| P4 | 3 | 2 | 2 | 3 | 3 |
| P5 | 2 | 3 | 4 | 4 | 5 |

