



## AYDIN ADNAN MENDERES UNIVERSITY COURSE INFORMATION FORM

Course Title		Strategic Human Resources Management							
Course Code		İKYL504		Couse Level		Second Cycle (Master's Degree)			
ECTS Credit	5	Workload	130 ( <i>Hours</i> )	Theory	3	Practice	0	Laboratory	0
Objectives of the Course		Assessing the strategic dimension of human resources management in theoretical and practical sense.							
Course Content		The development and importance of strategic HRM and HR practices.							
Work Placement		N/A							
Planned Learning Activities and Teaching Methods				Explanation (Presentation), Discussion, Individual Study					
Name of Lecturer(s)		Lec. Derya GÜL ÖZTÜRK							

### Assessment Methods and Criteria

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

### Recommended or Required Reading

1	Randall S. Schuler, Susan E. Jackson, Strategic Human Resource Management, Blackwell Publishing
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Week	Weekly Detailed Course Contents	
1	Theoretical	SHRM definition and development
2	Theoretical	Strategy and Strategic Management
3	Theoretical	HRM strategies
4	Theoretical	HR planning strategies
5	Theoretical	Talent management strategies
6	Theoretical	Human Resources Functions
7	Theoretical	Training and development strategies
8	Theoretical	Working relations strategies
9	Intermediate Exam	Midterm Exam
10	Theoretical	Midterm Exam
11	Theoretical	Employee Health and Safety
12	Theoretical	Strategic Career Management
13	Theoretical	International Human Resource Management
14	Theoretical	Corporate social responsibility strategies
15	Theoretical	Human Resources Information System and current approaches in HR
16	Final Exam	Final Exam

### Workload Calculation

Activity	Quantity	Preparation	Duration	Total Workload
Lecture - Theory	12	1	3	48
Individual Work	16	1	1	32
Midterm Examination	1	16	1	17
Final Examination	1	32	1	33
Total Workload (Hours)				130
[Total Workload (Hours) / 25*] = ECTS				5

\*25 hour workload is accepted as 1 ECTS

### Learning Outcomes

1	To have academic and theoretical knowledge about Human Resources Management and other social sciences; To have academic knowledge about historical, sociological, legal and psychological issues about the concepts of labor and employment
2	To acquire the ability to use theoretical and practical knowledge in the fields of Human Resource Management and other social sciences



3	To be able to implement basic Human Resources Management functions such as human resources planning, working relationships, realization of occupational health and safety applications, training planning, performance and wage management, career planning, recruitment and interview techniques and legal issues
4	
5	
6	

**Programme Outcomes (Human Resource Management Master)**

1	To be able to apply the knowledge gained in the course to human resources
2	To be able to use scientific research techniques
3	To be able to identify, analyze and develop solutions for human resources problems
4	To be able to identify and use business tools, methods and approaches in the field of human resources
5	To have knowledge about current problems of human resources management

**Contribution of Learning Outcomes to Programme Outcomes 1:Very Low, 2:Low, 3:Medium, 4:High, 5:Very High**

	L1	L3
P1	3	4
P2	4	5
P3	5	4

