



## AYDIN ADNAN MENDERES UNIVERSITY COURSE INFORMATION FORM

Course Title		International and Comparative Human Resources Management							
Course Code		İKYL508		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		It aims to demonstrate the historical development, functioning, structure, social and economic implications of HRM from different country and multinational company experiences and to discuss the transfer and use of best practice examples to the Turkish HRM system.							
Course Content		Definition and Scope of International Human Resources Management, Strategic importance, HRM Functions, Occupational Health and safety							
Work Placement		N/A							
Planned Learning Activities and Teaching Methods				Explanation (Presentation), Discussion, Individual 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	Jackson, T. (2002). International HRM : A Cross-Cultural Approach. Sage Publications.
2	Hollinshead, Graham (2010) International and Comparative Human Resource Management, McGraw-Hill Higher Education, Londra

Week	Weekly Detailed Course Contents	
1	Theoretical	Introduction to International Human Resources Management
2	Theoretical	Theoretical Foundations of International Human Resource Management
3	Theoretical	Cultural Impacts on International Human Resources Management
4	Theoretical	Understanding International HRM: Institutional Approach
5	Theoretical	Multinational Corporations
6	Theoretical	Strategic Human Resources Management in Multinational Corporations
7	Theoretical	Personnel Selection and Placement in Multinational Companies
8	Theoretical	Wage Management in Multinational Companies
9	Intermediate Exam	Midterm Exam
10	Intermediate Exam	Midterm Exam
11	Theoretical	Performance Management in Multinational Companies
12	Theoretical	International Labor Standards and Labor Relations in Multinational Companies
13	Theoretical	Comparative Human Resources Management
14	Theoretical	Human Resources Management in various countries
15	Final Exam	Final Exam
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	Having knowledge about economic, political and HRM systems of different countries
2	To analyze the historical development and institutional structure of multinational companies' HRM systems
3	Having knowledge about HRM legislation in different countries
4	To examine the labor movement, trade union structures and collective bargaining processes in different countries
5	To compare the HRM system in Turkey with experience of different countries

**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	L4
P1	4	4
P2	5	5
P3	4	3

