



AYDIN ADNAN MENDERES UNIVERSITY COURSE INFORMATION FORM

Course Title		Contemporary Approaches to Human Resources							
Course Code		İKYL512		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		To provide the students with the necessary information about the current approaches to contributing to management so that human resources can be realized more efficiently and to be equipped with the applications to be done.							
Course Content		New Career Approaches, Management of Differences in Labor Force, Evaluation Center Work in the Personnel Selection Process, Balance of Work and Work Life, Support Service for Retired People, Emotional Labor, Employment Ability, Intellectual Capital and Emotional Intelligence in Managemen							
Work Placement		N/A							
Planned Learning Activities and Teaching Methods				Explanation (Presentation), Discussion, Individual Study					
Name of Lecturer(s)		Assoc. Prof. Didem TEZSÜRÜCÜ COŞANSU							

Assessment Methods and Criteria

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

Recommended or Required Reading

1	Michael Harris, HRM. A practical approach 2.nd ed, South-Western pub, 2000
2	Dessler, G. 2013. Human Resource Management, Boston : Pearson/Prentice Hall

Week	Weekly Detailed Course Contents	
1	Theoretical	Aims and Characteristics of HRM, Human Resources system and models
2	Theoretical	Responsibility in HRM, Role and responsibility of senior management, expert units, command-line managers
3	Theoretical	Domestic and external environmental factors affecting HRM
4	Theoretical	Intellectual Capital
5	Theoretical	Management of Differences in Labor
6	Theoretical	HRM based on competencies.
7	Theoretical	Work and Work life Balance
8	Theoretical	Recruitment and selection of talented workforce, Emotional intelligence in business life
9	Intermediate Exam	Midterm Exam
10	Intermediate Exam	Midterm Exam
11	Theoretical	Career development system, new career approaches and changes in career stages
12	Theoretical	Support services at work, job-specific life balance and burnout at workplace
13	Theoretical	Emotional labor
14	Theoretical	Development of the award strategy, elements and examples of an effective award strategy
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	He knows the trends affecting Human Resources Management (HR) and the strategic role of HR
2	Uses outsourcing, benchmarking and flexible working systems and business life balance in İ.K.Y.
3	To learn providing personal and organizational well-being HR policies.
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
P1	5
P2	4
P3	5

