AYDIN ADNAN MENDERES UNIVERSITY
COURSE INFORMATION FORM

Course Title		Human Resource Management Metrics					
Course Code		İKYL517		Couse Level	Second Cycle (Master's Degree)		
ECTS Credit	5	Workload	125 *(Hours)*	Theory	3	Practice	0	Laboratory	0
Objectives of the Course		This course aims to provide students with essential knowledge and tools to understand metrics and transform them into a powerful story for business knowledge and insight.					
Course Content		Data sources, financial statements, sample sizes and how to use five different analytics tools in key HR areas, including remuneration, recruitment, retention, employee engagement and labour relations.					
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	Gregory John Lee, HR Metrics: Practical Measurement Tools for People Management, Knowres Publishing, 2011.

Week	Weekly Detailed Course Contents	
1	Theoretical	What is HR Analytics?
2	Theoretical	The Relation between Measurement and Evaluation
3	Theoretical	Does HR Contribute to the Business? HR Scorecard Applications
4	Theoretical	Calculation of Orientation Cost
5	Theoretical	Examples of Recruiting Metrics
6	Theoretical	Examples of Recruiting Metrics
7	Theoretical	Calculation of the Rate of Job Offer Acceptance
8	Theoretical	Average Open Time of Positions
9	Intermediate Exam	Midterm
10	Intermediate Exam	Midterm
11	Theoretical	Average Time Duration of Training
12	Theoretical	Calculation of Personnel Cost
13	Theoretical	Calculation of Turn Over
14	Theoretical	Calculation of Recruiting
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	14	0	2	28
Midterm Examination	1	18	1	19
Final Examination	1	29	1	30
			Total Workload (Hours)	125
			[Total Workload (Hours) / 25*] = **ECTS**	5

25 hour workload is accepted as 1 ECTS

Learning Outcomes

1	Gather and identify relevant data from a number of sources
2	Apply analytics tools to understand data and make meaningful decisions

3	Differentiate between measures of HR efficiency, effectiveness and impact on business
4	Combine quantitative and qualitative measures to tell a compelling story that engages and informs
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	3
P2	4
P3	5